

**FCC FORM 396-A
EXHIBIT 1**

**Miami, Florida
396-A
EEO 2022**

The stations WMYM (AM), Kendall, Florida FCC Facility ID # 12833; W254DT (FX) Kendall, Florida Facility ID #202423, when acquired, will become part of a new Station Employment Unit ("SEU") that will employ an existing EEO policy implemented by Affiliates of the Licensee (Hispanos Communications, LLC) in several different markets.

EEO Policy Dissemination Efforts:

- Applicants will be informed in a written statement of the Station Employment Unit's ("SEU") EEO policy when given the employment application.
 - Applicants may voluntarily complete an "EEO Confidential Questionnaire" that will be given out with each employment application.
 - The SEU will include a statement of its EEO policy with job listings sent to recruitment sources.
 - The SEU will include its EEO statement on its public website.
 - The EEO policy statement will be prominently displayed in the SEU's front lobby.
 - The SEU will publicize the availability of the Salem Corporate "Ethics Hotline", where employees may anonymously report any known or suspected EEO violations.
 - The SEU's EEO policy is included in the Employee Handbook and Employee "Code of Ethical Conduct" which is given to all new employees upon hire and was re-issued with modifications to all existing employees in July 2022. Both documents require a signed acknowledgement of receipt from the employee.
 - The Salem Corporate Executive Vice President of Human Resources and/or the Vice President of Human Resources routinely will communicate with the General Manager or Office Manager of the SEU to keep the SEU apprised of all EEO guidelines. The General Manager or Office Manager will be responsible for distributing all EEO-related communication to all employees at the SEU, such as current job postings or revised company policy. The Corporate Human Resources Department makes available to the SEU a paper and electronic copy of EEO instructional training materials.
- Note: No union agreements currently exist at the SEU and the SEU does not currently anticipate entering into such agreements in the future.