

EEO PUBLIC FILE REPORT

For the reporting period of 4/01/2016 through 3/31/2017

This report covers the following station employment unit (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Pennsylvania Media Associates, Inc.	WFIL(AM)	Philadelphia, PA	52193	N/A
Pennsylvania Media Associates, Inc.	WNTP(AM)	Philadelphia, PA	52194	N/A

I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source (“RS”) that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	General Manager	Linked In	12/12/16	1-32

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There were a total of 8 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	All Access Music Group Website: allaccess.com		28955 Pacific Coast Hwy., St. 210, Malibu, CA 90265 Phone: 310-457-6616 Contact: Joel Denver	0
2	Arcadia University		450 Easton Road, Glenside, PA 19038 Phone: 215-5557772-2900 Contact: Caitlin Bozick	0
3	Broadcast Employment Services Website: amfmjobs.com		PO Box 4116, Oceanside, CA 92052 Phone: 800-374-0119 Contact: Mark Holloway	0
4	Cabrini College Co-op & Career Services	*	610 King of Prussia Rd., Radnor, PA 19087 Phone: 610-902-8305 Contact: Nancy Hutchison	0
5	Career Lighthouse	*	2414 Ardsley Avenue, Glenside, PA 19038 Phone: 215-885-7762 Contact: Drew McCrabb	0
6	Catholic Social Services	*	277 N. 18 th St., Philadelphia, PA 19103 Phone: 215-854-7047 Contact: Pauline Williams	0
7	Cedarville University		251 N. Main Street, Cedarville, OH 45314 Phone: 888-562-4811 Contact: Annie Beall	0
8	ChristianJobs.com		4880 Santa Rosa Rd., Suite 300, Camarillo, CA 93012 Phone: 805-987-0400 Contact: Karen Davenport	0

9	ChristianJobWire.com		P O Box 10609, Spokane, WA 99209 Phone: 509-252-0852	0
10	Connecticut School of Broadcasting		535 Route 38 East, Suite230, Cherry Hill, NJ 08002 Phone: 856-330-4701 Contact: Brian Fish	0
11	Free Library of Philadelphia/ The Workplace	*	1901 Vine Street, Philadelphia, PA 19103 Phone: 215-686-5436 Contact: Ed Voves	0
12	Job Spider Website: thejobspider.com		Contact: Chris McGarry Email: chris@thejobspider.com	0
13	Lincoln University, Offices of Career Services		MSC 186, P O Box 180, Lincoln University, PA 19352 Phone: 215-387-2531 Contact: Ralph Simpson	0
14	LinkedIn			2
15	Messiah College		Box 4511 One College Avenue, Dillsburg, PA 17027 Phone: 717-691-6016 Contact: Michael True	0
16	National Alliance of State Broadcasters Associations Website: Careerpage.org		2333 Wisconsin Street, NE, Albuquerque, NM 87112 Phone: 505-881-4444 Contact: Susan Wrons	0
17	National Religious Broadcasters Website: nrb.org		9510 Technology Dr., Manassas, VA 20110 Phone: 703-330-7000 Contact: J. Sebastian Traegar	0
18	PA Career Link, Montgomery County, Dept of Labor	*	1855 New Hope St., Norristown, PA 19401 Phone: 610-270-3429 Contact: Melinda Onchitta	0
19	Pennsylvania Association of Broadcasters		8501 Paxton Street, Hummelstown, PA 17036 Phone: 717-482-4820 Contact: Gail Ponti	0
20	Philadelphia Advertising Club		308 E. Lancaster Ave., Suite 110, Wynnewood, PA 19096 Phone: 610-642-2306 Contact: Charlie Vople	0
21	Salem Media Group, Inc. Websites: Salemmedia.com		4880 Santa Rosa Rd., Suite 300, Camarillo, CA 93012 Phone: 805-987-0400 Contact: Karen Davenport	1
22	St. Joseph's University, Career Services		5600 City Ave., Philadelphia, PA 19131 Phone: 610-660-3100 Contact: Terry Barth	0
23	Temple University Career Development Services		Mitten Hall, 2 nd Flr., 1913 N Broad St., Philadelphia, PA 19122 Phone: 215-204-7981 Contact: James McLaughlin	0
24	TVandRadioJobs.com		www.TVandRadioJobs.com	0
25	University of Pennsylvania, Career Services		McNeil Building, Suite 20, 3718 Locust Walk, Philadelphia, PA 19104 Phone: 215-898-4827 Contact: Shannon Kelly	0
26	University of the Arts, College of Media & Communications		320 S. Broad Street, Philadelphia, PA 19102 Phone: 215-717-6585 Contact: Angela Dowdy	0
27	VA Regional Office, Department of Veterans Affairs, Employment Division	*	500 Wissahickon Ave., Philadelphia, PA 19144 Phone: 215-842-2000 ext. 4115 Contact: Mindy Lubeck	0
28	Valley Forge Christian College, Career Services		1401 Charlestown Road, Phoenixville, PA 19460 Phone: 610-917-1461 Contact: Beverly Ashforth	0
29	Vocational Transformations	*	PO Box 2112, Philadelphia, PA 19103 Phone: 215-618-1572 Contact: Uda Bartholomew	0
30	Widener University		526 East 14 th Street, Chester, PA 19013 Phone: 610-499-4435 Contact: Sally	0

			Lawrence	
31	Women in Transition	*	21 S. 12 th Street, 6 th Floor, Philadelphia, PA 19107 Phone: 215-564-5301 Contact: Irene Lindsay Brantley	0
32	Zip Recruiter		ZipRecruiter.com Phone: 877-252-1062	0
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
33	Current Salem employee			2
34	Employee referral			3
Total Number of Interviewees				8

III. **OUTREACH INITIATIVES**

The following outreach initiatives were completed by the SEU during the reporting period:

A. Job Fairs

The SEU participated in the following job fairs listed below. During the job fair, the station employment unit handed out information on career opportunities in broadcasting and collected resumes.

1. August 11, 2016 – National Career Fair in King of Prussia, PA

B. Internship program

The objective of this program is to provide individuals the opportunity to obtain skills needed for broadcast employment, specifically as a sports board operator. One individual interned at the SEU from September, 2016 through November, 2016.

C. Management Training

The Salem Director of Human Resources conducts monthly HR Network Training Sessions via teleconference and PowerPoint presentations, which includes review of EEO policies and compliance. The SEU's Business Manager participates in these training sessions each month and then routinely communicates with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

D. Job banks and internet programs

The SEU participated in job banks and Internet programs designed to provide general information about opportunities in broadcasting and to encourage individuals to consider future employment. Job openings were posted on a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following web sites have been used: All Access, Broadcast Employment Services (aka amfmjobs.com), National Alliance of State Broadcasters Association,

E. Other Outreach Activities

- 1) Information about employment opportunities is displayed by the SEU at various community events the SEU attends. During this reporting period, the SEU was at the following community events:
 - a. On April 28, 2016, many of the SEU's staff attended the WFIL Pastor's Appreciation event, Philadelphia, Pennsylvania.
 - b. On May 19, 2016, many of the SEU's staff attended the WNTP Future of America event, Philadelphia, Pennsylvania.
 - c. On June 8, 2016, the SEU's Marketing Director attended the 50 Plus Expo, Malvern, Pennsylvania.
 - d. On July 27, 2016, the SEU's Marketing Director attended the Delaware County Sizzlin' Summer event, Chadds Ford, Pennsylvania.
 - e. On July 31, 2016, the SEU's Marketing Director attended the Montco Golf Festival, Blue Bell, Pennsylvania.
 - f. On September 10, 2016, many of the SEU's staff attended the WFIL Pastor's Wives Brunch, Philadelphia, Pennsylvania.
 - g. On September 14, 2016, many of the SEU's staff attended the WNTP Decision 2016 Tour event, Philadelphia, Pennsylvania.
 - h. On September 22, 2016, the SEU's General Manager, General Sales Manager and Marketing Director attended the WFIL Pastor's Masters Golf Tournament, Rising Sun, Maryland.
 - i. On October 11, 2016, the SEU's Programming & Marketing Manager attended the Focus on the Family "An Evening with Ray Vander Laan" event, Lancaster, Pennsylvania.
 - j. On November 4, 2016, many of the SEU's staff attended the WNTP Final Countdown event, Lafayette Hill, Pennsylvania.
 - k. On March 11, 2017, the SEU's Marketing & Programming Manager and the Marketing Director attended the Walk in the Word Vertical Nights Tour event, Bensalem, Pennsylvania.
 - l. On March 17, 2017, many of the SEU's staff attended the WFIL Pastor's Appreciation event, Philadelphia, Pennsylvania.