

## EEO PUBLIC FILE REPORT

For the reporting period of 4/1/2023 to 3/31/2024

The SEU has a total of 11 F/T Employees in Reporting Year 2 of 2

**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
Salem Communications Holding Corporation	WORD-FM	Pittsburgh, PA	58627	N/A
Salem Communications Holding Corporation	WPIT (AM)	Pittsburgh, PA	58624	N/A
Salem Communications Holding Corporation	WPGP (AM)	Pittsburgh, PA	65691	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
	No Positions filled			

### 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 5 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	Carlow College		Jennifer Holbert 3333 Fifth Avenue Pittsburgh PA 15213	0
2	Penn State College of Communications		Robert Martin 201 Carnegie Building University Park PA 16802	0
3	Community College of Allegheny County		Bob Kmetz 808 Ridge Avenue Pittsburgh PA 15233	0
4	Council of Three Rivers American Indians		Kerry Jevsevar 120 Charles Street	0

			Dorseyville PA 15238	
5	Duquesne University /Career Service Center		Kim Pierce 614 Duquesne Union Pittsburgh PA 15282	0
6	Department of Labor & Industry		JP Miller 411 Seventh Avenue Pittsburgh PA 15219	0
7	LaRoche College		Pam Golubsik 9000 Babcock Blvd East Campus AB-211 Pittsburgh PA 15237	0
8	Life's Work of Western PA Career Connections		Rick Graca 1323 Forbes Avenue Pittsburgh PA 15219	0
9	Robert Morris University Career Center		Beth Miller 6001 University Blvd Moon Township PA 15108	0
10	National Association for the Advancement of Colored People		M. Gayle Moss 2203 Wylie Avenue Pittsburgh PA 15219	0
11	Urban League of Pittsburgh		Tiffany Harm One Smithfield Street 3 <sup>rd</sup> floor Pittsburgh PA 15222	0
12	Waynesburg University		Marie Coffman 307 Stover Campus Center Waynesburg PA 15370	0
13	Western Pennsylvania Career Transition Services		Sherri Ely 7175 Highland Dr Pittsburgh PA 15206	0
14	TVANDRADIO.com		Website	0
15	Salem Media Group, Inc (including Facebook, Twitter, LinkedIn via Salem Website link		4880 Santa Rosa Rd Camarillo, CA 93013 <a href="http://www.salemmedia.com">www.salemmedia.com</a> Contact Karen Davenport Karen.davenport@salemmedia.com	2
16	CareerBuilder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	0
17	Indeed.com		<a href="http://www.indeed.com">www.indeed.com</a>	4
18	AppCast		www.appcast.io	0
19	ihire		www.ihire.com	0
20	ZipRecruiter		www.ZipRecruiter.com	0
21	MediaRecruiter		www.mediarecruiter.com	0
<b>OTHER SOURCES OF INTERVIEWEES</b>				
<b>No.</b>	<b>Description of Other Sources</b>			<b>Number of Interviewees</b>
22	Websites: <a href="http://www.wordfm.com">www.wordfm.com</a> & <a href="http://www.wpitam.com">www.wpitam.com</a> & wpgpam.com			0
23	Employee Referral			0
24	Radio spot ads/WORD-FM, WPIT-AM, WPGP-AM			0
25	other			0
<b>Total Number of Interviewees</b>				<b>6</b>

### **III. OUTREACH INITIATIVES**

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

#### **A. Management Training:**

1. The Salem Vice President 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 the SEU's policy on equal employment.

#### **B. Job Banks**

1. The SEU Participates in media related job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage individuals to consider future employment. During this reporting period, certain job posting we posted to the following job bank:

TVandRadioJobs.com

#### **C. Events with Educational Institutions:**

1. On air host conducts broadcasting seminars for juniors at Waynesburg University, West Virginia. Students were taught about writing, announcing, and reporting for TV & radio and hosting a live talk show and broadcasting opportunities in the industry. Students were assigned projects that included their own on-air performance.
2. Audio/Video/Digital Producer spoke with Mount Vernon Nazarene University Intro to Radio Class. Discussed the work they did, being in broadcasting and gave advice and ideas to get into the broadcasting field.

#### **D. Other Outreach Activities:**

1. The Creative Director conducted a station tour & discussion on Bring Your Child to Work Day. They met with the General Manager, Chief Engineer, & Production Director. Topics discussed were national spot fulfillment, National versus Local programming, technological changes, digital versus broadcast, The Chief Engineer discussed basics of studio to tower to listener and the role of computers. The General Manager discussed Public Policy in the industry such as the Fairness Doctrine, Telecommunications Act of 1996 and how these affect content and business of the local stations.