

EEO PUBLIC FILE REPORT

For the reporting period of 2/1/2014 through 1/31/2015

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 Media of New York, LLC	WMCA(AM)	New York, NY	58626	N/A
Salem Media of New York, LLC	WNYM(AM)	Hackensack, NJ	58635	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	Account Executive	Non-Employee Referral	02/24/2014	1-29
2	Account Executive	Walk in/Self Referral	05/05/2014	1-31, 36
3	Account Executive	Employee Referral	05/08/2014	1-31, 36
4	Account Executive	Indeed.com Internet	01/05/2015	1-30, 32-35
5	Account Executive	Non-Employee Referral	01/07/2015	1-30, 32-35
6	Retail Sales Manager	Internal Promotion	01/19/2015	1-28

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 22 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	New York Urban League	*	Diana B Coleman 3008 Eastchester Road Bronx, NY 10469 718-944-3734	0
2	Urban League of Essex County	*	Attn: Glen Best 508 Central Avenue Newark, NJ 07107 973-624-9535 x116	0
3	NCJW Center for Women	*	Attn: Patty Kremen 70 South Orange Ave Suite 120 Livingston, NJ 07039 973-994-4994	0
4	NJ State Employment Service	*	Attn: Marvin Major 60 State Street room 202	0

			Hackensack, NJ 07601 201-329-9600 x5656	
5	New Jersey City University	*	2039 Kennedy Blvd. Jersey City, NJ 07305	0
6	Cedarville University	*	Attn: Jim Leightenheimer 251 N. Main St Cedarville, OH 45314	0
7	Ramapo College	*	Attn: Debra J. Stark Office of Career Services 505 Ramapo Valley Road Mahwah, NJ 07430 201-684-7221	0
8	Chinatown Manpower Project Inc.	*	48 Henry Street New York, NY 10002	0
9	Touro College	*	Attn: Adriana Jimenez 27-33 West 23rd Street New York, NY 10010-4202 212-463-0400 x5449	0
10	Spanish American Institute	*	Thomas S. Schwenke Dante V. Ferraro 215 West 43rd St 2 nd Floor New York, NY 10036-3913 212-840-7111	0
11	LaCasa de Don Pedro	*	23 Broadway Newark, NJ 07104	0
12	Rutgers University Newark	*	Career Services Attn: Michelle S Bryan 360 Martin Luther King Boulevard Hill Hall - 112 Newark, NJ 07102 973-353-1852	0
13	Fairleigh Dickinson University	*	Attn: Christine Vitale (Career Placement 1000 River Road T-GL1-02 Teaneck, NJ 07666 201-692-6482	0
14	Kean University	*	Attn: Janice Johnston Career Development and Advancement Center for Academic Success 1000 Morris Ave Union, NJ 07083 908-737-0320	0
15	Howard University - John H Johnson School of Communication	*	C.B. Powell Building Attn: Carol Dudley 525 Bryant Street, NW Suite C-107 Washington, DC 20059	0

			202-806-5806	
16	William Paterson University	*	Sodigi Karibi-Whyte Career Development Center Main Level 300 Pompton Road Wayne, NJ 07470 973-720-3022	0
17	Westchester Hispanic Coalition, Inc.	*	46 Waller Avenue White Plains, NY 10605	0
18	Pillar College		Marsha Griffin 10 College Way Zarephath, NJ 08890	0
19	US Army Reserve Employer Partnership	*	Robert Pignatelli 1179 th Transportation Group Fort Hamilton USAR Bldg 130 Brooklyn, NY 11252-8100	0
20	Connecticut School of Broadcasting	*	Erica Fierstein Career Services 611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604	0
21	Edison Job Corps Academy	*	Windy White 500 Plainfield Ave Edison, NJ 08817	0
22	ASA College	*	Attn Matthew Fiorentino 1293 Broadway / One Herald Center Room 301 New York, NY 10001 212-672-6451	0
23	Medger Evers College		Career Management Attn Stacie January 1150 Carroll Street Room M-2 Brooklyn, NY 11225 718-270-6055	0
24	Emma L. Bowen Foundation for Minority Interests in Media		524 W. 57 th Street New York, NY 10019 212-975-2545	0
25	Essex County College		Attn. Vanessa Jasey 303 University Ave Newark, NJ 07104 973-280-8209	0
26	Berkeley College	*	Rosa Santana 600 Getty Avenue Clifton, NJ 07011 973-405-2111 x6407	0
27	ASA College		Matthew Fiorentino 1293 Broadway / One Herald Center Room 301	0

			New York, NY 10001	
28	Metropolitan College of New York		Trang Le-Chan, Career Services 431 Canal Street New York, NY 10013	0
29	New York Market Radio Association (NYMRAD)		125 West 55 th Street, 21 st Floor New York, NY 10019 646-254-4493	0
30	Salem Communications www.salem.cc job site		4880 Santa Rosa Rd Camarillo, CA 93012 805-987-0400	0
31	Craig's List internet ad		P. O. Box 225159 San Francisco, CA 94122-5159 415-566-6394	0
32	Zip Recruiter		1453 3rd St Promenade Suite 335 Santa Monica, CA 90401 (877) 252-1062	0
33	Monster.com		133 Boston Post Road, Weston, MA 02493 (978) 461-8000	0
34	Indeed.com internet site		7501 N. Capital of Texas Hwy, Building B, Austin, TX 78731 (800) 462-5842	4
35	Inside Radio		P.O. Box 567925 Atlanta, GA 31156 (800) 248-4242	0
36	Entertainment Careers.net		2118 Wilshire Blvd #401, Santa Monica, CA 90403 (310) 442-0200	0
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
37	WMCA Radio Ad			0
38	Christian Jobs.com internet site			1
39	Internet (applicant not specific)			7
40	Employee Referral			4
41	Non-employee Referral			2
42	Walk-in/Self-Referral			1
43	Applicant didn't recall or wasn't specific			3
Total Number of Interviewees				22

III. OUTREACH INITIATIVES

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

A. Internship: WMCA and WNYM hosted three interns during this reporting period. The interns observed and worked alongside various staff members in the programming department. The program introduced college students to the field of broadcast program creation and the workings of a professional radio environment.

B. Community Events to Inform Public of Broadcasting Employment Opportunities: On 1/20/2015 and 1/28/2015 WMCA & WNYM sponsored and organized two in-studio Open House events held to inform the public about employments in broadcasting. At these events, the station employment unit (SEU) handed out a list of available jobs and provided information on applying online for those positions. Additionally, the SEU conducted station tours and guests met key staff members and discussed the job opportunities available in broadcasting.

C. Job Fairs Participation: The station employment unit participated in the City Career Fair Productions and Diversity Recruiters Network event on April 9, 2014 in New York, NY held at the Holiday Inn on West 57th Street. A station staff member met with prospective applicants to discuss available broadcasting employment opportunities at the station. Resumes were collected and reviewed by the hiring manager.

D. 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 Office 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.