

EEO PUBLIC FILE REPORT

For the reporting period of 4/01/2023 through 3/31/2024

The SEU has a total of 14 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	WFIL(AM)	Philadelphia, PA	52193	N/A
Salem Communications Holding Corporation	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	Chief Engineer	Employee Referral	8/1/23	1-27
2	Local Digital Sales Manager	Indeed	9/25/23	1-19, 21-27
3	Media Strategist	Indeed	10/2/23	1-19, 21-27

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 11 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		28955 Pacific Coast Hwy., St. 210, Malibu, CA 90265 Phone: 310-457-6616 www.allaccess.com	0
2	Cabrini College Co-op & Career Services	*	610 King of Prussia Rd., Radnor, PA 19087 Phone: 610-902-8305 Contact: Abby Albright aa4266@cabrini.edu	0
3	CareerBuilder			1
4	Career Lighthouse	*	2414 Ardsley Avenue, Glenside, PA 19038 Phone: 215-885-7762 Contact: Drew McCrabb careerlighthouse@comcast.net	0
5	Cedarville University		251 N. Main Street, Cedarville, OH 45314 Phone: 937-766-7868 Contact: Jeffrey Reep	0
6	ChristianJobs.com		4880 Santa Rosa Rd., Suite 300, Camarillo, CA 93012 Phone: 805-987-0400 Contact: Karen Davenport	0
7	ChristianJobWire.com		P O Box 10609, Spokane, WA 99209 Phone: 509-252-0852	0
8	Connecticut School of		535 Route 38 East, Suite230, Cherry Hill,	0

	Broadcasting		NJ 08002 Phone: 856-330-4701 Contact: Chaz Daley	
9	Drexel University		3141 Chestnut Street, Philadelphia, PA 19104 Phone: 215-895-2000	0
10	HisAir.net		37327 Lakeshore Avenue, Prairieville, LA 70769 Phone: 225-306-8383 Contact: Ted Kelly	0
11	Indeed.com			5
12	Job Spider		Contact: Chris McGarry Email: chris@thejobspider.com www.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			0
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		2333 Wisconsin Street, NE, Albuquerque, NM 87112 Phone: 505-881-4444 Contact: Suzan Strong www.Careerpage.org	0
17	National Religious Broadcasters		660 N. Capitol Street, NW, Suite 210, Washington, DC 20001 Phone: 202-849-8451 Contact: Mary Montemayor Website: nrb.org	0
18	Pennsylvania Association of Broadcasters		8501 Paxton Street, Hummelstown, PA 17036 Phone: 717-482-4820 Contact: Gail Ponti	0
19	Salem Media Group, Inc. (including Facebook, Twitter and LinkedIn)		4880 Santa Rosa Rd., Suite 300, Camarillo, CA 93012 Phone: 805-987-0400 Contact: Karen.davenport@salemmedia.com	2
20	Society of Broadcast Engineers		9102 North Meridian Street, Suite 150, Indianapolis, IN 46260 Phone: 317-846-9000 Contact: Scott Jones	0
21	Temple University Career Development Services		Mitten Hall, 2 nd Flr., 1913 N Broad St., Philadelphia, PA 19122 Phone: 215-204-7981	0
22	TVandRadioJobs.com		www.TVandRadioJobs.com	0
23	University of Pennsylvania, Career Services		McNeil Building, Suite 20, 3718 Locust Walk, Philadelphia, PA 19104 Phone: 215-898-7529 Contact: Natty Leach	0
24	Ursinus College		600 East Main Street, Collegeville, PA 19426 Phone: 610-409-3599 Contact: Sharon Hansen	0
25	Widener University		526 East 14 th Street, Chester, PA 19013 Phone: 610-499-4435 Contact: Sally Lawrence	0
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
26	WFIL/WNTP Radio websites			0
27	Employee Referral			3
Total Number of Interviewees				11

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. November 9, 2023 – Choice Career Fairs, King of Prussia, PA
2. February 29, 2024 – Choice Career Fairs, King of Prussia, PA
3. March 6, 2024 – MD-PA College Career Center Alliance Virtual Job Fair
4. March 21, 2024 – Best Hire Career Fairs, Philadelphia, PA

B. Management Training

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 apprised of the company and SEU's policy on equal employment.

C. 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: National Alliance of State Broadcasters Association, Pennsylvania Association of Broadcasters and TVandRadioJobs.com.

D. Other Outreach Activities

On February 7, 2024, the SEU Program Director, known by a Professor at Cairn University, was invited to speak to the Professor's Sports Communications class with the goal of encouraging interest in employment in the Broadcast Industry. The Program Director shared the variety of roles available for employment in the Broadcast Industry, provided descriptions of their respective job duties, and answered questions of the group.