

EEO PUBLIC FILE REPORT

For the Reporting Period of 04-01-2008 through 03-31-09

Prepared by: Pennsylvania Media Associates

Parent License Name: Pennsylvania Media Associates, Inc.

This report covers the following employment units:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WFIL	52193	AM	Philadelphia, PA	NO
WNTP	52194	AM	Philadelphia, PA	NO

A. The following is a list of all vacancies for full-time jobs during the reporting period:

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1.	Talk Show Producer/Production Asst	4/18/08	6/9/08
2.	Marketing Director	7/11/08	12/1/08

B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

	<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u>Telephone</u>
1	Allaccess.com website	http://www.allaccess.com		
2	Calvary Chapel of Philadelphia	13500 Philmont Avenue Philadelphia, PA 19116	Tom Schmied, Assistant Pastor	215-969-1520
3	Catholic Social Services of Montgomery County	353 E. Johnson Highway Norristown, PA 19401	Marguerite Powers, Asst. Director	610-279-7372
4	Chestnut Hill College	9601 Germantown Ave Philadelphia, PA 19118	Nancy Dachille, Director of Career Services	215-248-7000
5	Christianjobs.com website	http://www.christianjobs.com		
6	Commonwealth of PA Employment Services website	http://www.pacareerlink.state.pa.us		215-560-5333
7	Community College of Philadelphia Career Planning Office	1700 Spring Garden Philadelphia, PA 19130	Tarsha Scovens, Job Placement Coordinator	215-751-8494
8	Connecticut School of Broadcasting	One Cherry Hill, Ste 203 Cherry Hill, NJ 08002	Tom DeFranco, Director	609-755-1200
9	Drexel University Steinbright Career Development Center	3141 Chestnut Street 3201 Building Philadelphia, PA 19104	Laurie Lenz	Interim Director
10	Montgomery County CC	340 DeKalb Pike	Nina Mattson	Asst. Director

	Student Career Services	Blue Bell, PA 19422		
11	National Association of Broadcasters	Employment Clearinghouse 1771 N Street, NW Washington, DC 20036	Michael McKinley	202-429-5497
12	National Association of Hispanic Journalists	634 National Press Bldg. Washington, DC 20045	Job Bank	202-662-7145
13	Opportunities Industrialization Center	1231 North Broad Street Philadelphia, PA 19116	Aubrey Smith, HR Manager	215-236-7700
14	Pennsylvania Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036	Richard Wyckoff	717-482-4820
15	Penn State University Career Placement College of Communications	208D Carnegie Bldg University Park, PA 16802	Robert Martin, Director	814-863-4674
16	Radio Advertising Bureau website rab.com	1320 Greenway Drive Suite 500 Irving, TX 75038	David Reeder	800-232-3131
17	Radio and Production Magazine	PO Box 630071 Irving, TX 75063	Jerry Vigil, Editor	972-432-8100
18	Salem Communications Corporation website www.salem.cc	4880 Santa Rosa Road Suite 300 Camarillo, CA 93012	Deena Peterson	805-987-0400
19	St. Joseph's University	5600 City Ave Philadelphia, PA	Terry Barth	
20	Temple University Career Development Services	Mitten Hall - 2 nd Flr. 1913 N Broad St Philadelphia, PA 19122	Drew Cronan	215-204-7981
21	University of the Arts	320 S. Broad Street Philadelphia, PA 19102	Chris Garvin	215-717-6585
22	Urban League of Philadelphia	136 W. Girard Ave. Philadelphia, PA 19123	Ms. Diane Murray	215-451-5005
23	Villanova University	800 Lancaster Avenue Villanova, PA 19085	Career Services Office	610-519-4065
24	WFIL/WNTP Radio Announcements	117 Ridge Pike Lafayette Hill, PA 19444	Heather Eichelberger	610-941-9560
25	WFIL/WNTP Websites	117 Ridge Pike Lafayette Hill, PA 19444	Heather Eichelberger	610-941-9560

C. The following is a list of the recruitment services which provided the hiree for each position filled during the reporting period:

<u>Job Title</u>	<u>Recruitment Source</u>
1. Talk Show Producer/Production Asst	Employee Referral
2. Marketing Director	WFIL/WNTP Radio Ad

D. During the reporting period, there were a total of 14 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in section B above:

	Recruitment Source	Total No of Interviewees
1	Allaccess.com website	4

2	Calvary Chapel of Philadelphia	0
3	Catholic Social Services of Montgomery County	0
4	Chestnut Hill College	0
5	Christianjobs.com website	0
6	Commonwealth of PA Employment Services website	0
7	Community College of Philadelphia	0
8	Connecticut School of Broadcasting	0
9	Drexel University	0
10	Montgomery County CC	0
11	National Association of Broadcasters	0
12	National Association of Hispanic Journalists	0
13	Opportunities Industrialization Center	0
14	Pennsylvania Association of Broadcasters	0
15	Penn State University	0
16	Radio Advertising Bureau website	0
17	Radio and Production Magazine	0
18	Salem Communications Corporation website	0
19	St. Joseph's University	0
20	Temple University	1
21	University of the Arts	1
22	Urban League of Philadelphia	0
23	Villanova University	0
24	WFIL/WNTP Radio Announcements	3
25	WFIL/WNTP Websites	0

E. During the reporting period, the station employment unit engaged in the following initiatives:

Job Fairs

- Widener University Career Fair – September 29, 2008 – sponsored by Widener University Career Advising & Planning Services, attended by Kevin Jaibur, Sales Manager for the SEU.
- Philadelphia Biblical University Career Fair – November 19, 2008 – sponsored by Philadelphia Biblical University Students in Free Enterprise, attended by Carol Healey, General Sales Manager for the SEU.

Participation in the above-mentioned job fairs included staffing a booth, giving out information about current job openings at the SEU, soliciting employment and internship applications and collecting resumes. Resumes received from these outreach efforts total 3.

Internship Program

- During the reporting period the SEU established an internship program designed to assist members of the community to acquire skills needed for broadcast employment. 1 intern participated in program from April-May 2008.
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Training

- SEU Hiring managers met on June 26, 2008 to discuss outreach initiatives for this reporting period. The discussion included stations activities to ensure equal employment as well as preventing discrimination in the workplace.
- SEU Business Manager participates in monthly Human Resources Conference Call and reports back to SEU hiring managers on any information pertinent to equal employment opportunities.

Other Outreach Activities

- An employment opportunity kit is displayed by the SEU at various events the station attends, such as Philadelphia Home Show, Suburban Home and Flower Show, WFIL/WNTP Family Day at Camden River Sharks and various other community events where the SEU participates.

Name of Respondent: Russel L. Whitnah

Signed:

Typed Name: Russel L. Whitnah

Title: Vice President and General Manager

Date: March 31, 2009

Telephone Number: 610-941-9560