

EEO PUBLIC FILE REPORT

For the reporting period of 4/1/08 through 3/31/09

Prepared by: Lisa Cook, Office Manager

Licensee Name: Pennsylvania Media Associates, Inc.

Station Call Letters: WORD-FM / WPIT-AM

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WORD-FM	58627	FM	Pittsburgh, PA	N/A
WPIT	58624	AM	Pittsburgh, PA	N/A

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

Job Title	Date Open	Date Filled
Operations Manager	7/7/08	7/21/08
Account Executive	11/3/08	12/30/08

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:

Recruitment Source	Address	Contact Person	Telephone Number
Careerlink Affiliate Center at Goodwill	2600 E. Carson Street Pittsburgh, PA 15203	Lisa Reynolds	412-390-2327
Carlow College	3333 Fifth Avenue Pittsburgh, PA 15213	Cindy Smith	412-578-6196
Community College of Allegheny County	Career Services SSC 110 808 Ridge Avenue Pittsburgh, PA 15212	Bob Kmetz	412-237-2545
Duquesne University Career Service Center	600 Forbes Avenue Rockwell Building Pittsburgh, PA 15282	Coralyn McCauley	412-396-6042
Life's Work of Western PA	Career Connections 1323 Forbes Avenue Pittsburgh, PA 15219	Erika Abrogast	412-471-2600
National Association for the Advancement of Colored People	2203 Wylie Avenue Pittsburgh, PA 15219	M. Gayle Moss	412-471-1024
Robert Morris University	Career Center 6001 University Boulevard Moon Township, PA 15108	Sheila Broman	412-397-2482
University of Pittsburgh	224 William Pitt Union Pittsburgh, PA 15260	Danielle Scott	412-648-7128

Urban League of Pittsburgh	610 Wood Street Pittsburgh, PA 15222	Darlene Wanamaker	412-227-4802
Career Link Allegheny West	Robinson Plaza Two Suite 410 Pittsburgh, PA 15205	Lisa Fulton	412-809-3500
WORD-FM/ WPIT-AM	Seven Parkway Center Suite 625 Pittsburgh, PA 15220	Mike Howard	412-937-1500

- C. **The following is a list of recruitment sources which provided the person hired for each position filled during the reporting period:**

Job Title	Recruitment Source
Operations Manager	Employee Referral
Account Executive	Job Fair- Sheraton Station Square

- D. **During the reporting period, there were a total of 9 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
Job Fair	3
Radio	4
Employee Referral	1
Industry Referral	1
Total:	9

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

1. **INTERNSHIP PROGRAM:** WORD-FM and WPIT-AM has an internship program to assist college students to acquire skills needed for broadcast employment. One intern from Grove City College participated in this program during the summer of 2008. This program is to enable the students to gain insight and experience in the media market. This also provides them the opportunity to gain knowledge about future career possibilities. All internships provide college credit for the students.
2. **JOB FAIRS:** WORD-FM and WPIT-AM hosted Job Fairs at:
 - North Hills Holiday Inn on June 26, 2008.
 - Hilton Garden Inn Southpointe on September 11, 2008.
 - Sheraton Station Square on November 6, 2008.
 - Doubletree Hotel Pittsburgh Airport on January 29, 2009
3. **MANAGEMENT TRAINING:** The Salem Corporate Human Resources Manager conducts monthly HR Network Training session via teleconference and Powerpoint presentation, which includes EEO and other employment topics. The Office Manager attends these sessions and routinely communicates with the General Manager and other management team members to keep all apprised of the company and station's policy on equal employment.

Name of Respondent: Pennsylvania Media Associates

Signed: _____

Typed Name: Chuck Gratner

Title: General Manager

Date: April 1, 2009

Telephone No. 412-937-1500

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