

# EEO PUBLIC FILE REPORT

**For the Period 12/1/2008 through 11/30/2009**

**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
Pennsylvania Media Associates, Inc.	WEZE (AM)	Boston, MA	3594	N/A
Salem Media Group LLC	WROL (AM)	Boston, MA	9139	N/A
Pennsylvania Media Associates, Inc.	WWDJ (AM)	Boston, MA	25051	N/A

## **I. VACANCY LIST**

**The following is a list of all vacancies for full-time jobs 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	Radio Advertisement-WEZE	4/1/2009	1, 2, 5 - 12
2	Account Executive	Yahoo.com	8/1/2009	1, 2, 5 - 12
3	Board Operator	WWDJ radio website <a href="http://www.radioluzboston.com">www.radioluzboston.com</a>	8/16/2009	6 - 12
4	Receptionist	New England Patriots Career Fair	10/12/2009	3 - 12

## **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 13 people interviewed for full-time positions.**

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
1	Boston Globe Newspaper		135 Morrissey Blvd. Boston, MA 02108 617-929-1500	0
2	Monster.com (via the Boston Globe print ad)		135 Morrissey Blvd. Boston, MA 02108	1

			617-929-1500	
3	The Patriot Ledger Newspaper		400 Crown Colony Dr. Quincy, MA 02269 617-786-7100	0
4	Yahoo.com (via the Patriot Ledger print ad)		400 Crown Colony Dr. Quincy, MA 02269 617-786-7100	1
5	Christianjobs.com		Lisa Fife lisa@staff.salemwebnetwork.com	1
6	Massbroadcasters.org		Set up online	0
7	TVandRadioJobs.com		Set up online	0
8	Allaccess.com		Set up online	0
9	Craigslist			1
10	Indeed.com			2

### OTHER SOURCES OF INTERVIEWEES

RS No.	Description of Other Sources	Number of Interviewees
11	Radio Advertisement-WEZE, WROL, WWDJ	2
12	WEZE radio website <a href="http://www.wezeradio.com">www.wezeradio.com</a>	0
13	WROL radio website <a href="http://www.wrolboston.com">www.wrolboston.com</a>	0
14	WWDJ radio website <a href="http://www.radioluzboston.com">www.radioluzboston.com</a>	0
15	New England Patriots Career Fair	1
16	Referrals	4
	<b>TOTAL</b>	<b>13</b>

### III. During the period, the station employment unit engaged in the following initiatives:

**A. Internship Program** The objective of this program is to provide students the opportunity to work with a major market media group. Through this experience the student is able to learn more about careers in the broadcasting industry. The General Manager and Operations Manager work with the students in establishing their schedule and internship work responsibilities. One student from the Berklee School of Music interned at the SEU from September 14, 2009 to November 27, 2009.

**B. Job Fairs:** The employment unit was represented at 4 job fairs during the reporting period:

1. On February 26, 2009, the SEU participated in the Eastern Nazarene College's Internship & Job Fair in Quincy, MA
2. On April 2, 2009, the SEU participated in the Gordon College Job and Internship Fair in Wenham, MA

3. On April 4, 2009, the SEU participated in the Fourth Annual New England Patriots and New England Revolution Sports and Entertainment Career Fair in Foxborough, MA
4. On April 8, 2009, the SEU participated in the Bridgewater State College Annual Career Fair in Bridgewater, MA

During each job fair, the SEU representative passed out station program guides and information about current broadcasting positions available at the station(s).

**C. Management EEO Training:**

1. 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 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.
2. The SEU participates in an on-line program entitled "Employment Law Training" (ELT), which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. Training modules include "Lawful Hiring", "Equal Employment", "Workplace Harassment" and "Lawful Terminations". During this period, one (1) SEU employee participated in the ELT program.