

EEO PUBLIC FILE REPORT

For the reporting period of 2/1/2023 through 1/31/2024

The SEU has a total of 27 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 Media of Massachusetts, 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	Production Director	Employee referral	06/01/2023	1-44, 46-48, 53-54
2	Media Strategist Account Executive	LinkedIn	06/16/2023	1-43, 49-54
3	Media Strategist Account Executive	LinkedIn	06/19/2023	1-43, 49-54
4	Talk Show Producer	Indeed.com	07/27/2023	1-43, 53-54
5	Media Strategist Account Executive	Former employee rehire	12/13/2023	1-43, 53-54
6	Sales Promotions Assistant	Employee Referral	01/29/2024	1-43, 53-54

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 29 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 204 W 136th St New York, NY 10030 (212) 926-8000	0
2	Urban League of Essex County	*	Attn: Alice Frazier 508 Central Avenue Newark, NJ 07107 973-624-9535 x116	0

3	New Jersey City University	*	Attn Wendy Shivers Academic Career Planning 2039 Kennedy Blvd. Vodra Hall Room 101 Jersey City, NJ 07305 201-200-3005	0
4	Cedarville University	*	Attn: Jim Leightenheimer 251 N. Main St Cedarville, OH 45314	0
5	Ramapo College	*	Attn: Debra J. Stark Office of Career Services 505 Ramapo Valley Road Mahwah, NJ 07430 201-684-7221	0
6	Chinatown Manpower Project Inc.	*	55 Chrystie St 2nd FL New York, NY 10002	0
7	LaCasa de Don Pedro	*	23 Broadway Newark, NJ 07104	0
8	Rutgers University Newark	*	Career Services Attn: Wenylla Reid 360 Martin Luther King Boulevard Hill Hall - 313 Newark, NJ 07102 973-353-1852	0
9	Fairleigh Dickinson University	*	Attn: Christine Vitale attn. Patricia Verden (Career Placement) 1000 River Road T-GL1-02 Teaneck, NJ 07666 201-692-6482	0
10	Kean University	*	Attn: Janice Johnston Career Development and Advancement Center for Academic Success 908-737-0320 attn Wayne Clark WKNJ 90.3 FM at Kean University 201-978-7619 Attn: Dr. Kristine Mirrer, Department of Media & Film 1000 Morris Ave Union, NJ 07083	0
11	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 202-806-5806	0

12	William Paterson University	*	Sodigi Karibi-Whyte Career Development Center Main Level 300 Pompton Road Wayne, NJ 07470 973-720-3022	0
13	Westchester Hispanic Coalition, Inc.	*	46 Waller Avenue White Plains, NY 10605	0
14	Edison Job Corps Academy	*	Windy White 500 Plainfield Ave Edison, NJ 08817 732-985-4800	0
15	Medger Evers College	*	Career Management Attn Deborah Young 1637 Bedford Ave Suite 302S Brooklyn, NY 11225 718-270-6059	0
16	Emma L. Bowen Foundation for Minority Interests in Media		524 W. 57 th Street New York, NY 10019 212-975-2545	0
17	Rowan University	*	89.7 WGLS-FM Chris Cassio 210 Mullica Hill Road Glassboro, NJ 08028	0
18	Berkeley College	*	Mark Thompson 3 East 43 rd St, 4 th Floor New York, NY 10017 212-986-4343	0
19	Pace University		Barry Miller Career Services 14 Park Row 14 th Floor New York, NY 10038	0
20	Metropolitan College of New York	*	Shakeisha Ravenell Vanessa Cruz 60 West Street, 7 th Floor New York, NY 10006 212-343-1234	0
21	Hunter College		Career Center 695 Park Avenue New York, NY 10065 212-772-4000	0
22	Kingsborough Community College	*	Natasha Lauriston 2001 Oriental Boulevard, Room C102 Brooklyn, NY 11235 718-368-4761	0
23	New Jersey Employment & Training Program	*	Deborah Fleming 438 Summit Avenue 2 nd Floor Jersey City, NJ 07306 201-217-7323	0

24	Seton Hall University		The Career Center 2 nd Floor Bayley Hall 400 South Orange Ave South Orange, NJ 07079 973-275-2316	0
25	St John's University		Center for TV, Film, and Radio 8000 Utopia Parkway Jamaica, NY 11439 718-990-6603	0
26	The Workforce Investment Board		Ruth Paterson 401 Grant St Room 417 Paterson, NJ 07505 973-42-9226	0
27	Syracuse University		S. I. Newhouse School of Public Communications 215 University Place Syracuse, NY 13244 315-443-1913	0
28	Fordham University		Career Services 441 W. Fordham Road Bronx, NY 10458 718-817-4350	0
29	Five Towns College	*	Attn: Krysti M. O'Rourke, Director of Career Services 305 North Service Road Dix Hills, NY 11746 (631) 656-2121	0
30	Essex County College		Career Resource Center A. Zachary Yamba Building; Room 4122A 303 University Ave Newark, NJ 07102 973.877.3115	0
31	Spanish American Institute	*	Attn Thomas Schwenke Attn: Dante V. Ferraro 240 West 35th Street Suite 200 New York, NY 10001 212-840-7111	0
32	National Coalition of 100 Black Women		1718 Peachtree Street NW Suite 970 Atlanta, GA 30309	0
33	National Association of Black College Broadcasters	*	attn Lo Jelks P. O. Box 3191 Atlanta, GA 30302 404-523-6136	0
34	Innovative Resources for Independence		Attn Nehir Ryan Ali, Employment Specialist 94-16 Jamaica Ave Woodhaven, NY 11421 646-296-1070	0
35	Center for Community Alternatives		Attn: Marianna Chrysiliou, Employment Specialist 25 Chapel Street 7th Floor Brooklyn, NY 11201 718-858-9658 ext 230	0

36	nPower		Attn: Margarita Cuevas-Cruz, Internship Placement Manager 315 E 105th St Suite 104 New York, NY 10029 646-480-2550	0
37	NJ State Employment Service Division of Vocational Rehab	*	Attn: Marvin Major Attn Maria Ongoco 60 State Street room 202 Hackensack, NJ 07601 201-329-9600 x5656	0
38	Congress of Racial Equality		Attn Diane Addison - Job Development & Placement Core P. O. Box 264 New York, NY 10276-0264 212-598-4000	0
39	Cypress Hills Local Development Corporation	*	Attn Salma Salim, senior job developer of Career and Education programs 276 Chestnut St Brooklyn, NY 11208 845-328-2604	0
40	NCJW Center for Women	*	Attn: Patty Kremen 70 South Orange Ave Suite 120 Livingston, NJ 07039 973-994-4994	0
41	Henry Street Settlement Workforce Development Center	*	Attn: Jeanie Tung 99 Essex Street Floor 3 New York, NY 10002 (212) 478-5400 x206	0
42	Berkeley College	*	Attn: Rosa Santana, Assistant Director Career services Attn: Flore Dorcely Mohr, Career services Attn: Marc Thompson 3 E. 43rd Street New York, NY 10317	0
43	The College of Westchester	*	325 Central Park Ave White Plains, NY 10606 914-831-0288	0
44	Craig's List		San Francisco, CA	0
45	Linked In		1000 W Maude Sunnyvale, CA 94085	4
46	AllAccess		P. O. Box 6587 Malibu, CA 90264 310-457-6616	1
47	Streamline Publishing Inc Radio Ink		2263 NW 2nd Ave Suite 207 Boca Raton, Florida 33431 561-655-8778	0
48	Inside Radio M Street Corporation		P. O. Box 742263 Atlanta, GA 30374-2263 888-746-3801	0
49	ZipRecruiter		Santa Monica, CA	0

50	MediaRecruiter.com		MediaRecruiter.com Art Scott, Vice President 10582 Parkington Lane #37B Highlands Ranch, CO 80126 303-400-5150	0
51	Indeed.com		Austin, TX Stamford, CT	7
52	iHire		41 E All Saints St, Frederick, MD 21701 877-798-4854	0
53	Salem Media Group, Inc. (including posts to Linked In, Facebook, and Twitter)		Karen Davenport 4880 Santa Rosa Rd Camarillo, CA 93012 805-987-0400 http://salemmedia.com/	2
54	Christian Jobs.com internet site		111 Virginia Street Suite 405 Richmond, VA 23219	0
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
55	Appcast			2
56	Internet (applicant not specific)			0
57	Employee Referral			3
58	Non-employee Referral			1
59	Walk-in/Self-Referral			0
60	Applicant didn't recall or wasn't specific			5
61	Internal current or former employee			4
Total Number of Interviewees				29

III. **OUTREACH INITIATIVES**

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

A. Job Fair Participation: Station staff members attended various job fairs in-person and met prospective applicants. The staff members provided attendees with information about job opportunities and discussed general employment at the station unit as a whole. The applicants were encouraged to apply at <http://salemmedia.com>. The following jobs fair were attended:

May 31, 2023 – City Career Fair (Manhattan)
October 26, 2023 – NAB / AES convention

B. Management Training: The Salem VP 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.

C. Community Events to Inform Public of Broadcasting Employment Opportunities: On 01/23/2024 and 01/25/2024 WMCA & WNYM sponsored

and organized two in-person events held to inform the public about employment in broadcasting. The events were sponsored by, organized, and promoted by the station employment unit (SEU). At these events, the SEU announced job opportunities and provided information on applying online for those positions. Additionally, the SEU conducted open conversations with selected managers and answered questions about station employment. The participants discussed the job opportunities available in broadcasting.