

Saint Joseph Missions

2019-2020 Annual Equal Employment Opportunity (EEO) Public File Report

The purpose of this Annual EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's equal employment rules. This report has been prepared on behalf of a Station Employment Group (as defined by the Federal Communications Commission) comprised of AM stations WAOB®, Millvale, Pennsylvania, and WPGR, Monroeville, Pennsylvania, as well WAOB®-FM, Beaver Falls, Pennsylvania, and has been placed in the Local Public Inspection Files of these stations. The station details are as follows:

<u>Call Sign</u>	<u>Community</u>	<u>Frequency</u>	<u>Facility Identifier</u>
WAOB® (AM)	Millvale, PA	860	60155
WAOB®-FM	Beaver Falls, PA	106.7	52747
WPGR (AM)	Monroeville, PA	1510	4028

Saint Joseph Missions (SJM) is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. §73.2080(c)(1). As a religious broadcaster, SJM has established a religious qualification for all employee positions at WAOB®(AM), WAOB®-FM, and WPGR(AM). In accordance with the FCC's rules, SJM will make reasonable good faith efforts to recruit applicants without regard to race, color, national origin or gender among those applicants who are qualified for employment based on their religious belief or affiliation.

The information contained in this Report covers the time period beginning April 1, 2019 to and including March 31, 2020 (the "Applicable Period"). Consistent with FCC Rules, this Annual EEO Public File Report contains the following information:

1. A list of all full-time vacancies filled by the stations comprising the Station Employment Group as defined above identified by job title during the Applicable period;
2. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period; and,
3. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number.

Sections A and B below, have been designed, in the aggregate, to provide the above listed required information.

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Section A) Full Time Vacancies Filled During the Applicable Period

Full-Time Positions Filled during the Applicable Period	Date Position Filled	Recruitment Source of Hire
Sound Effects / Audio Engineer	7/19/2019	Ad on Indeed.com
Facilities Custodian	7/26/2019	Word of Mouth

As required, the name, address, contact person and telephone number of the recruitment sources are listed below.

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Section B) Recruitment Sources Used During the Applicable Period

Recruitment Source	Contact Person	Address	Telephone Number	Full-Time Positions for which this Source was Utilized
<u>Ad</u> : Indeed	Online	Online	(512) 459-5300	Sound Effects Engineer / Audio Engineer
<u>Ad</u> : The Catholic Accent	Mr. Jerome Zufelt, Editor	725 East Pittsburgh Street, Greensburg, PA 15601	(724) 834-4010	Sound Effects Engineer / Audio Engineer
<u>Ad</u> : The Pittsburgh Catholic	Mr. William Cone, Editor	135 First Avenue, Suite 200, Pittsburgh, PA 15222	(412) 471-1252	Sound Effects Engineer / Audio Engineer
<u>Ad</u> : The Tribune Review	Ms. Brandi Baughman	622 Cabin Hill Drive, Greensburg, PA 15601	(412) 871-2396	Sound Effects Engineer / Audio Engineer
<u>Ad</u> : Monster.com	Online	Online	(877) 264-4562 (ext. 76018)	Sound Effects Engineer / Audio Engineer
<u>Word of Mouth</u> : Saint Joseph Missions Employees & Friends	Matthew Gorsich, General Manager	1100 Ligonier Street, Suite 205, Latrobe, PA. 15650	(724) 537-5172	Sound Effects Engineer / Audio Engineer & Facilities Custodian