

Saint Joseph Missions

2018-2019 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, 2018 to and including March 31, 2019 (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 hiree 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 |
|--|-----------------------------|-----------------------------------|
| Manager of Sacred Music | 5/21/2018 | Self-Referral |
| Manager of Sacred Music | 10/3/2018 | Father Boniface Hicks, OSB |
| Host/Audio Technician | 2/22/2019 | The Catholic Accent |
| Project Manager | 10/15/2018 | Matthew Gorsich |
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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 |
|--|-------------------------------|--|-----------------------------|---|
| Self-Referral | Mary Vanden Berk | 707 Fairmont Street, Latrobe, PA 15650 | (724) 875-3496 | Manager of Sacred Music |
| <u>Ad</u> : The Catholic Accent | Mr. Jerome Zufelt, Editor | 725 East Pittsburgh Street, Greensburg, PA 15601 | (724) 834-4010 | Host/Audio Technician |
| <u>Ad</u> : The Pittsburgh Catholic | Mr. William Cone, Editor | 135 First Avenue, Suite200, Pittsburgh, PA 15222 | (412) 471-1252 | Host/Audio Technician |
| <u>Ad</u> : The Catholic Register | Mr. Tony Degol, Editor | 927 S Logan Blvd, Hollidaysburg, PA 16648 | 814-695-7563 | Host/Audio Technician |
| <u>Ad</u> : The Tribune Review | Ms. Brandi Baughman | 622 Cabin Hill Drive, Greensburg, PA 15601 | 412-871-2396 | Host/Audio Technician |
| <u>Ad</u> : Monster.com | Online | Online | 1-877-264-4562 (ext. 76018) | Host/Audio Technician |
| We Are One Body Radio | Matthew Gorsich | 1100 Ligonier Street, Latrobe, PA 15650 | 800-804-9262 | Manager of Sacred Music & Project Manger |
| We Are One Body Radio | Father Boniface Hicks, OSB | 1100 Ligonier Street, Latrobe, PA 15650 | 800-804-9262 | Manager of Sacred Music |
| Saint Vincent College (School of Humanities and Fine Arts) | Father Stephen Concordia, OSB | 300 Fraser Purchase Road, Latrobe, PA 15650 | 724-532-6617 | Manager of Sacred Music |
| We Are One Body Radio | Bill Iglesia | 1100 Ligonier Street | 800-804-9262 | Manager of Sacred Music |
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