

EEO PUBLIC FILE REPORT

For the reporting period of 12/1/15 through 11/30/16

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 of Massachusetts, LLC	WROL(AM)	Boston, MA	9139	n/a
Pennsylvania Media Associates, Inc.	WWDJ(AM)	Boston, MA	25051	n/a
Pennsylvania Media Associates, Inc.	WBIX(AM)	Boston, MA	48403	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	Office Assistant	Linkedin	2/8/16	1-17
2	Temporary Office Assistant	Job Fair	5/2/16	1-17
3	Temporary Office Assistant	www.wezeradio.com	9/12/16	1-17

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 3 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.	El Mundo Newspaper		408 S Huntington Ave Jamaica Plain, MA 02130	0
2.	Massachusetts Broadcasters Association		www.massbroadcasters.org	0
3.	TV & Radio Jobs		www.tvandradiojobs.com	0
4.	Bay Path College		www.baypath.edu	0
5.	Boston University		www.bu.edu	0
6.	University of Massachusetts Boston		www.umb.edu	0
7.	Gordon College		www.gordon.edu	0
8.	Eastern Nazarene College		www.enc.edu	1
9.	Emerson College		www.emerson.edu	0
10.	Simmons College		www.simmons.edu	0
11.	Curry College		www.curry.edu	0
12.	Bridgewater State University		www.bridgew.edu	0

13.	Boston College		www.bc.edu	0
14.	Positive Action Against Chemical Addiction		360 Coggeshall Street New Bedford, MA 02746	0
15.	Salem Media Group, Inc.		4880 Santa Rosa Rd Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.com	0
16.	ChristianJobs.com		4880 Santa Rosa Rd Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.com	0
17.	Social Media Sites		Facebook.com, Twitter.com, LinkedIn.com	1
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
18.	WEZE website – www.wezeradio.com			1
19.	WROL website – www.wrolradio.com			
20.	Radio Advertisement – WEZE/WROL/WWDJ/WBIX			
Total Number of Interviewees				3

III. OUTREACH INITIATIVES

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

A. **Internship Program:**

The objective of this program is to provide students the opportunity to work in a major market radio company. During the internship program the students are able to explore various careers in the broadcasting industry. The office manager works with the student in establishing their schedules and internship work responsibilities. During this reporting period we had two students from Eastern Nazarene College. One from February 11, 2016 to May 2016, the other from September 14, 2016 to December 2016.

B. **Job Fairs:**

The SEU participated in the following job fairs listed below. During this job fair, the SEU handed out information on career opportunities in broadcasting, solicited applications and collected resumes.

1. On February 25, 2016 the SEU participated in the Eastern Nazarene College Career Fair in Quincy, MA.
2. On March 29, 2016 the SEU participated in the Curry College Career Fair in Milton, MA.

C. **Job Banks and Internet Programs:**

The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage women and minorities to consider future employment. During this reporting period, the following sites were used:

1. Massachusetts Broadcasters Association
2. TV and Radio Jobs

D. Management Training:

The Salem Director of Human Resources conducts monthly HR Network Training Sessions via teleconference and Powerpoint presentations, which included 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 the other management team members to keep all employees apprised of the company and SEU's policy on equal employment.