

## EEO PUBLIC FILE REPORT

For the reporting period of 12/1/16 through 11/30/17

**This report covers the following station employment unit (SEU):**

<b>Licensee / Permittee Name</b>	<b>Call Sign and Type</b>	<b>Community of License (City, State)</b>	<b>FCC Facility ID Number</b>	<b>LMA</b>
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:**

<b>Job No.</b>	<b>Job Vacancy Title</b>	<b>Recruitment Source that Referred Hired Person</b>	<b>Date Filled</b>	<b>RS’s Contacted to Fill Vacancy</b>
1.	Multimedia Marketing Specialist	www.wezeradio.com	5/15/17	1-15
2.	Multimedia Marketing Specialist	Radio Advertisement	6/01/17	1-15
3.	Operations Director	Radio Advertisement	7/26/17	1-15
4.	Operations Manager	Berklee College of Music	8/06/17	1-15
5.	Board Operator	Berklee College of Music	9/03/17	1-15

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

<b>RS No.</b>	<b>Recruitment Source</b>	<b>(*)</b>	<b>Address, Telephone and Contact Person of RS</b>	<b>Number of Interviewees Referred by RS</b>
* Denotes those organizations that requested notification of vacancy information				
1.	Massachusetts Broadcasters Association		www.massbroadcasters.org	1
2.	TV & Radio Jobs		www.tvandradiojobs.com	0
3.	JoinHandshake.com		www.joinhandshake.com (posts jobs to numerous local colleges and universities)	0
4.	University of Massachusetts Lowell		www.uml.edu	0
5.	University of Massachusetts Boston		www.umb.edu	0
6.	Berklee College of Music		www.berklee.edu	4
7.	Eastern Nazarene College		www.enc.edu	0
8.	Massachusetts College of Art and Design		massart.edu	0
9.	Bunker Hill Community College		www.bhcc.mass.edu	0

10.	Quincy College		quincycollege.edu	0
11.	Curry College		www.curry.edu	0
12.	Boston College		www.bc.edu	0
13.	Gordon College		www.gordon.edu	0
14.	Salem Media Group, Inc. (including Facebook, Twitter and LinkedIn)		4880 Santa Rosa Rd Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.com	0
15.	ChristianJobs.com		4880 Santa Rosa Rd Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.com	0
<b>OTHER SOURCES OF INTERVIEWEES</b>				
<b>No.</b>	<b>Description of Other Sources</b>			<b>Number of Interviewees</b>
16.	WEZE website – www.wezeradio.com			1
17.	Radio Advertisement – WEZE/WROL/WWDJ/WBIX			2
<b>Total Number of Interviewees</b>				<b>8</b>

### 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, one student from Eastern Nazarene College participated in the program from October-December 2017.

#### B. **Job Fairs:**

During this reporting period the SEU participated in three job fairs, as listed below. During each job fair, the SEU handed out information on career opportunities in broadcasting, solicited applications and collected resumes.

1. On April 26, 2017 the SEU participated in the Quincy High School Career Fair in Quincy, MA.
2. From September 12-16<sup>th</sup> 2017 the SEU participated in the Massachusetts Broadcasters Association virtual job fair.
3. On November 29, 2017 the SEU participated in the Northeastern University Virtual Career Fair.

#### 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.