

EEO PUBLIC FILE REPORT

For the reporting period of 06/01/16 through 05/31/17

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.	WDTK(AM)	Detroit, MI	68641	N/A
Caron Broadcasting, Inc.	WLQV(AM)	Detroit, MI	42081	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.	Board Operator/Producer	Michigan Assn. Broadcasters	04/19/2017	1-19

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There was a total of five (5) person(s) 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	ChristianJobs.com		4880 Santa Rosa Road Camarillo, CA 93012 Email: karen.davenport@salemmedia.com	
2	Salem Media Group, Inc. (Includes Facebook, LinkedIn & Twitter)		4880 Santa Rosa Road Camarillo, CA 93012 Email: karen.davenport@salemmedia.com http://salem.cc/careers/	2
3	Specs Howard School of Media Arts	*	19900 West Nine Mile Rd. Southfield, MI 48075 (248) 358-9000 Contact: Kristen Burns kburns@specshoward.edu	2
4	Detroit Urban League		208 Mack Avenue Detroit, MI 48201 313-832-4600 / 313-831-5137 Contact: Shelita Richmond srichmond@deturbanleague.org	
5	Evangel Ministries		13660 Stansbury Detroit, MI 313-836-7732 Contact: Patricia Brooks pbrooks@evangelministries.org	

6	Woman in Communications		P.O. Box 1288 Royal Oak, MI 48068-1288 248-582-8465 Contact: Rose Ann Nicolai info@womcomdetroit.org	
7	African American Woman's Network		17503 Roselawn Street Detroit, MI 48221 313-341-6163 Contact: Francine Rozier frozier82@hotmail.com	
8	Latin Americans for Social and Economic Development		4138 West Vernor Highway Detroit, MI 48209 313-554-2025 Contact: Laura Mercado lauram1024@gmail.com	
9	Detroit Association of Black Organizations		12048 Grand River Avenue Detroit, MI 48204 313-491-0003 Contact: Mrs. Augustine Sharp augustinesharp@gmail.com	
10	Detroit Public Schools Adult Ed Program		16164 Asbury Pk Detroit, MI 48235 313-852-1089 Contact: Marsha Cheeks marsha.cheeks@detroitk12.org	
11	Salvation Army		20775 Pembroke Ave Detroit, MI 313.537.2130 Contact: Meosha Zachery meosha_zachery@usc.salvationarmy.org	
12	Detroit Hispanic Development Corporation		1211 Trumbull Detroit, MI 48216 (313) 967-4880 Contact: J. Phillips jphillips@dhdc1.org	
13	Michigan Association of Broadcasters		819 N. Washington Avenue Lansing, MI 48906-5815 Phone: 517.484.7444 http://www.michmab.com/Careers/JobBank	1
14	NTS Media Online		Al Peterson al@ntsmidiaonline.com	
15	Rochester College		800 West Avon Rd Rochester Hills, MI 48307 248.218.2000 Contact: Essie Bryan Career Services ebryan@rc.edu	
16	TV and Radio Jobs		www.tvandradijobs.com	
17	Association For Women in Communications		Online Job Posting http://jobtarget.womcom.org/employer/pricing/ Contact: Andrea Jacobsen 727-497-6565 Ext 3320	
18	Detroit NAACP		2990 East Grand Blvd. Detroit, MI 48227 313-871-2087 K. Landrum klandrum@detroitnaacp.org	

19	YWCA of Detroit		1401 Broadway Suite A. Detroit, MI 48226 313-259-9922 Emma Peterson emmaywcadet@aol.com	
OTHER SOURCES OF INTERVIEWEES				
				Number of Interviewees
Total Number of Interviewees				5

III. OUTREACH INITIATIVES

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

A. Management /EEO Training Programs:

The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and power point presentations, which includes review of EEO policies and compliance. The SEU's H.R. representative 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.

B. Job Banks:

The SEU participated in general outreach efforts through job banks or Internet programs, such as those described in the model program developed by NASBA by posting position on the Michigan Association of Broadcasters job bank.

C. Listing Job Opportunities/Job Vacancies With Media Trade Groups:

The SEU participated in outreach to a job bank or newsletter of a media trade group whose membership includes substantial participation by women and minorities by posting vacancy opportunities with the following:

- Association for Women in Communications
- Women in Communications Detroit Chapter
- Detroit Hispanic Development Corporation
- African American Women's Network
- Latin Americans for Social and Economic Development
- Detroit Association of Black Organizations.