

## EEO PUBLIC FILE REPORT

For the reporting period of 06/01/17 through 05/31/18

**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 |
|--|--------------------|------------------------------------|------------------------|-----|
| Salem Communications Holding Corporation | WDTK(AM)           | Detroit, MI                        | 68641                  | N/A |
| Salem Communications Holding Corporation | 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.      | Digital Media Specialist | Referred internally                           | 04/09/2018  | 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 two (2) 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<br>Camarillo, CA 93012<br>Email: <a href="mailto:karen.davenport@salemmedia.com">karen.davenport@salemmedia.com</a>  |                                       |
| 2  | Salem Media Group, Inc.<br>(Includes Facebook, LinkedIn & Twitter) |     | 4880 Santa Rosa Road<br>Camarillo, CA 93012<br>Email: <a href="mailto:karen.davenport@salemmedia.com">karen.davenport@salemmedia.com</a><br><a href="http://salem.cc/careers/">http://salem.cc/careers/</a> | 1                                     |
| 3  | Specs Howard School of Media Arts                                  | *   | 19900 West Nine Mile Rd.<br>Southfield, MI 48075<br>(248) 358-9000<br>Contact: Kristen Burns<br><a href="mailto:kburns@specshoward.edu">kburns@specshoward.edu</a>  |                                       |
| 4  | Detroit Urban League   |     | 208 Mack Avenue<br>Detroit, MI 48201<br>313-832-4600 / 313-831-5137<br>Contact: Shelita Richmond<br><a href="mailto:srichmond@deturbanleague.org">srichmond@deturbanleague.org</a>                          |                                       |
| 5  | Evangel Ministries   |     | 13660 Stansbury<br>Detroit, MI<br>313-836-7732<br>Contact: Patricia Brooks  |                                       |

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

|                                      |                   |  |   |          |
|--------------------------------------|-------------------|--|---|----------|
| 19                                   | YWCA of Detroit   |  | 1401 Broadway<br>Suite A.<br>Detroit, MI 48226<br>313-259-9922<br>Emma Peterson<br><a href="mailto:emmaywca@ywcadetroit.org">emmaywca@ywcadetroit.org</a> |          |
| <b>OTHER SOURCES OF INTERVIEWEES</b> |                   |  |   |          |
| 20                                   | Internal Referral |  |   | <b>1</b> |
| <b>Total Number of Interviewees</b>  |                   |  |   | <b>2</b> |

**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.