

EEO PUBLIC FILE REPORT

For the reporting period of 06 / 1 / 15 through 5 / 31 / 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
Caron Broadcasting, Inc.	WHKW(AM)	Cleveland, OH	14772	n/a
Salem Media of Massachusetts, LLC	WFHM-FM	Cleveland, OH	54778	n/a
Common Ground Broadcasting, Inc.	WHK(AM)	Cleveland, OH	72299	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	Sales Account Executive	Employee Referral	6-1-15	1-22, 23, 25-28
2	Sales Account Executive	Other Referral	6-29-15	1-22, 23, 25-28
3	Sales Account Executive	Other Referral	8-31-15	1-22, 23, 25-28
4	Sales Account Executive	Employee Referral	6-2-16	1-22, 23-28

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 18 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	Baldwin Wallace College		Career@bw.edu 275 Eastland Berea, OH 44017	
2	Bay Presbyterian Church		rkinat@baypres.org 25415 Lake Rd Bay Village, OH 44140	
3	Church of the Open Door		cindyb@churchoftheopendoor.org 43275 Telegraph Rd Elyria, OH 44035	
4	Church on the Rise		cstephens@churchontherise.net 3550 Crocker Rd Cleveland, OH 44145	

5	Cleveland State University Placement		careers@csuohio.edu 2344 Euclid Ave. Cleveland, OH 44115	
6	College of Wooster		career@wooster.edu Career Services Wooster, OH 44691	
7	Cuyahoga Community College	*	collegecentral.com/tri-c jon.neuffer@tric.edu 4250 Richmond Rd. Highland Hts., OH 44122	
8	Esperanza, Inc.		margarita@Esperanzainc.org 4115 Bridge Ave. Cleveland, OH 44113	
9	Fortis College		bmayle@fortiscollege.edu 2545 Bailey Rd. Cuyahoga Falls, OH 44221	
10	House of the Lord		Pat_reese@thotl.org 1650 Diagonal Rd. Akron, OH 44320	
11	John Carroll University		www.jcu.edu/careercenter/employers 1 John Carroll Blvd, University Heights, OH 44118	
12	Kent State University	*	career@kent.edu PO Box 5190 Kent, OH 44242	
13	Malone College, Career Services		careerdevelopment@malone.edu 515 25 th St NW Canton, OH 44709	
14	Mt. Union College		fugettsb@mountunion.edu 1972 Clark Ave Alliance, OH 44601	
15	Mt. Vernon Nazarene University		dmclarna@mvnu.edu 800 Martinsburg Rd Mt. Vernon, OH 43050	
16	Notre Dame College		Klane@ndc.edu 4554 College St. S. Euclid, OH 44121	
17	Ohio Center For Broadcasting		gjames@beonair.com 9000 Sweet Valley Dr. Valley View, OH 44125	
18	Ohio University	*	career.services@ohio.edu 507 Baker University Center Athens, OH 45701-2979	
19	Ursuline College		gsullivan@ursuline.edu Lander Rd Pepperpike, OH 4412	
20	Walsh University		sfowler@walsh.edu 2020 East Maple St. NW N. Canton, OH 44720	
21	Willoughby Hills Friends Church		chuckruth@whfriends.org 2828 SOM Center Rd. Willoughby, OH 44094	
22	Christianjobs.com		Karen.davenport@salemmedia.com 4880 Santa Rosa Rd Camarillo, CA 93012	

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
23	Salem Media Group –Website:	1
24	Salem Media Group – Twitter, Linked In, Facebook	1
25	Workincleveland.com / Indeed.com	1
26	Employee Referrals	7
27	Outside Referrals	7
28	Nat'l Cleveland Career Fair	1
	Total Number of Interviewees	18

III. OUTREACH INITIATIVES

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

A. Management Training

1. The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and power point presentations which include reviews 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 other management team members to keep All employees apprised of the company and SEU's policy on equal employment.

B. Job Fairs

1. The SEU's Program Manager participated in the Ohio Center for Broadcasting (OCB) Fall 2015 Job Fair on November 6, 2015. Resumes were accepted from OCB graduates and candidates interested in entering the broadcasting / media field and also directed those interested to apply on line.
2. The SEU's Promotions Managers participated in the Baldwin Wallace Career and Internship Expo on March 10, 2016. Resumes were accepted from those interested in entering the broadcasting / media field and also directed those interested to apply on line.
3. The SEU's Program Manager participated in the Ohio Media School – Cleveland Campus Spring 2016 Job Fair on May 16, 2016. The SEU's Program Manager accepted resumes and directed those interested to apply on line.
4. The SEU's Promotions Manager participated in the Professional & Diversity Job Fair at the Embassy Suites in Beachwood on May 26,

2016. The SEU's Promotions Manager accepted resumes and directed those interested to complete applications on line.

C. Mentoring Program

1. During this reporting period, the SEU's Chief Engineer mentored the SEU's office technician by providing professional guidance skills, and on-the-job instructions and observations on the duties and responsibilities required to qualify for a higher level Engineer position at the SEU.

D. Additional Activity

1. During this reporting period, the SEU's Program Manager met with the Advisory Board of Normandy High School and informed students of various opportunities in radio programming and other related topics. The SEU's Program Manager had a Question and Answer time with approximately 30 senior students.
2. During this reporting period, the SEU's Marketing Manager met with the Chapel Hill Christian School students. The SEU's Marketing Manager gave the students a tour of the studios and informed them of the various opportunities in radio and community outreach.
3. During this reporting period, the SEU's Promotions Assistant met with the Boy Scout Troup of Parma. The SEU's Promotions Assistant gave the Troup a tour of the studios and informed them of the various opportunities in radio and community outreach.