

## EEO PUBLIC FILE REPORT

For the reporting period of 06/01/23 through 05/31/24

The SEU has a total of **4 F/T Employees** in Reporting Year **2** of **2**.

**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.	Account Executive	Indeed	09/18/2023	1-14

### 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 six (6) 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: <a href="mailto:karen.davenport@salemmedia.com">karen.davenport@salemmedia.com</a>	0
2	Salem Media Group, Inc. (Includes Facebook, LinkedIn & Twitter)		4880 Santa Rosa Road Camarillo, CA 93012 Email: <a href="mailto:karen.davenport@salemmedia.com">karen.davenport@salemmedia.com</a> <a href="http://salem.cc/careers/">http://salem.cc/careers/</a>	6
3	Detroit Hispanic Development Corporation		1211 Trumbull Detroit, MI 48216 Email: <a href="mailto:info@dhdc1.org">info@dhdc1.org</a>	0
4	Detroit Urban League		208 Mack Avenue Detroit, MI 48201 313-832-4600 / 313-831-5137 Contact: Shelita Richmond <a href="mailto:srichmond@deturbanleague.org">srichmond@deturbanleague.org</a>	0

5	Woman in Communications		P.O. Box 1288 Royal Oak, MI 48068-1288 248-582-8465 Contact: Rose Ann Nicolai <a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a>	0
6	African American Woman's Network		17503 Roselawn Street Detroit, MI 48221 313-341-6163 Contact: Francine Rozier <a href="mailto:frozier82@hotmail.com">frozier82@hotmail.com</a>	0
7	Latin Americans for Social and Economic Development		4138 West Vernor Highway Detroit, MI 48209 313-554-2025 Contact: Laura Mercado <a href="mailto:lauram1024@gmail.com">lauram1024@gmail.com</a>	0
8	Detroit Association of Black Organizations		12048 Grand River Avenue Detroit, MI 48204 313-491-0003 Contact: Mrs. Augustine Sharp <a href="mailto:augustinesharp@gmail.com">augustinesharp@gmail.com</a>	0
9	Detroit Public Schools Adult Ed Program		16164 Asbury Pk Detroit, MI 48235 313-852-1089 Contact: Marsha Cheeks <a href="mailto:marsha.cheeks@detroitk12.org">marsha.cheeks@detroitk12.org</a>	0
10	Wayne State University		42 W. Warren Ave. Detroit, MI 48202 (313) 577-2424 <a href="mailto:carlos.pierre@wayne.edu">carlos.pierre@wayne.edu</a>	0
11	Michigan Association of Broadcasters		222 N. Chestnut St. Lansing, MI 48933 Phone: 517.484.7444 <a href="mailto:mab@michmab.com">mab@michmab.com</a>	0
12	Rochester College		800 West Avon Rd Rochester Hills, MI 48307 248.218.2000 Contact: Essie Bryan Career Services <a href="mailto:gmay@rochesteru.edu">gmay@rochesteru.edu</a>	0
13	Detroit NAACP		2990 East Grand Blvd. Detroit, MI 48227 313-871-2087 K. Landrum <a href="mailto:klandrum@detroitnaacp.org">klandrum@detroitnaacp.org</a>	0
14	YWCA of Detroit		1401 Broadway Suite A. Detroit, MI 48226 313-259-9922 Emma Peterson <a href="mailto:emmaywcadet@aol.com">emmaywcadet@aol.com</a>	0
<b>OTHER SOURCES OF INTERVIEWEES</b>				
15.	N/A			
<b>Total Number of Interviewees</b>				<b>6</b>

### III. OUTREACH INITIATIVES

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

**A. Management /EEO Training Programs:**

The Salem Vice President 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. Job Fairs:**

1. Operations Manager of the SEU took part in Great Lakes Broadcast and Sports Media Academy Career Job Fair, on October 24, 2023. At this event, he discussed the radio/media business and the jobs possibilities available.
2. Promotions Manager took part in the 2024 Michigan Student Broadcast Awards in January 2024. At this event she provided valuable feedback to these students and assisted in helping to coach and mentor them in their journey to become a professional broadcaster in Michigan.
3. Operations Manager and Promotions Manager took part in the 2023 MAB Foundation Media Career Fair on November 2, 2023. At this event, over 900 students and business-minded professionals registered to attend this career outreach event.