



Federal Communications Commission
Washington, D.C. 20554

April 24, 2023

WLQV-AM, Detroit, MI, Fac ID 42081
Salem Communications Holding Corporation
4880 Santa Rosa Rd
Camarillo, CA 93012

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), WLQV-AM, Detroit, MI, Fac ID No. 42081 (the Station) and all other stations, if any, in the same station employment unit (defined by 73.2080(e)(2) as commonly owned stations in the same market that share employees) (the Unit) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 73.2080 of the Federal Communications Commission (FCC or Commission) rules can be found here: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-rules>.

2. Audit Data Requested.

(a) If the Unit has fewer than five full-time employees (defined by section 73.2080(e)(1) as employees regularly assigned to work 30 hours a week or more), submit a response listing the Unit's full-time employees identified by job title (no personal names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 2(b)(vi) below. Please also see Questions 3 and 4 below for guidance regarding brokers and brokered stations.

(b) If the Unit employs five or more full-time employees, provide the following information:

(i) Copies of the Unit's two most recent EEO Public File Reports, described in section 73.2080(c)(6).

(ii) For each station in the Unit that maintains a website, the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

(iii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if a job notice was sent to multiple sources, the Unit may include in its response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement

confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii).¹⁴⁴ Include, however, copies of all job announcements sent to any organization (identified separately from other recruitment sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

(iv) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

(v) Dated documentation demonstrating performance of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation provided appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask for additional verification.

(vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that the Unit must report all complaints, regardless of their status or disposition.

(vii) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and how the Unit has informed employees and job applicants of its EEO policies and program.

¹⁴⁴ For on-air announcements that aired multiple times to advertise the position, you may send a traffic log summary documenting the timeframe during which the announcements aired (in lieu of the log in its entirety). The log showing all air dates and times may be required for additional verification, but the Unit need not provide with its initial response.

(viii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(ix) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(x) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(c) Resumes, company training manuals, posters, employee handbooks, and corporate guidebooks are not required to be submitted. If any of the information in these or similar materials is relevant to any part of this audit letter, the Unit may provide a summary of any content if it so wishes. If this audit requires an unusually burdensome volume of documentation, the Unit may contact EEO staff at (202) 418-1450 prior to the response deadline to discuss alternative ways of condensing the information.

3. Time Brokerage—Licensee of brokered station(s) receives audit letter.

If any station included in the Unit is subject to a time brokerage agreement, the licensee must immediately forward a copy of this letter to the broker under each such agreement. Additionally, if the Unit employs fewer than five full-time employees, the licensee must respond by providing a list of the Unit's full-time employees listed by job title, the number of hours each employee is assigned to work, and a response to Question 2(b)(vi) above. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 2(b).

4. Time Brokerage—Broker receives audit letter.

(a) **Broker receives audit letter from brokered station licensee.** The broker must submit information requested in 2(b) above concerning information relating only to its own full-time employees working on behalf of the brokered station, as required by section 73.2080(f)(3) of the Commission's rules. If recruitment activity for those brokered station employees is maintained

with that of other stations licensed to you, and you lack the ability to separate the information, submit information pertaining to both.

(b) Broker receives audit letter directly from Commission. If any station in the Unit is licensed to you, submit information requested in 2(b) above for the Unit's EEO program. If recruitment activity pertaining to full-time employees working on behalf of another station you broker is maintained with that of the Unit, and you lack the ability to separate the information, submit information pertaining to both.

(c) Broker described in 4(a) or 4(b). If full-time employees at the station you broker, combined with full-time employees at the Station (or Unit), total fewer than five, you need only respond to this letter by submitting a list of full-time employees (identified by job title and number of hours regularly assigned to work per week) for both the brokered station(s) and subject Station as well as a response to Question 2(b)(vi).

5. Procedures.

(a) The response to this audit letter must be uploaded to the FCC-hosted online public inspection file (<https://publicfiles.fcc.gov/>) belonging to each station in the Unit by no later than June 8, 2023. The response should be placed in the EEO Audits, Investigations, and Complaints subfolder in the online public file (found at EEO Records>>Additional Documents>> EEO Audits, Investigations, and Complaints). Include in the response the Station's Facility ID Number and an e-mail address of a Station representative.

(b) Any extension of time must be requested at least five days prior to aforementioned deadline (via email to EB-EEO@fcc.gov), indicate the additional time the Unit believes it needs to complete its response (not to exceed 45 days) and will be granted only upon a showing of good cause. Unless and until an extension is granted, the original deadline remains in effect.

(c) If the Unit submitted an EEO audit response in 2021 or 2022 and/or the most recent license renewal application(s) applicable to the Unit were granted after February 1, 2021, send an email to EB-EEO@fcc.gov for additional guidance on whether a response is required. In the email, provide a reference to the relevant filings/applications before the Commission.

(d) The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (See 47 CFR § 1.16.). To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; 47 CFR § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with section 73.2080(g).

(e) As required by sections 73.3526(e)(10) (commercial stations) and 73.3527(e)(11) (noncommercial educational stations), a copy of this letter and the response must be placed in the FCC-hosted online public inspection file belonging to each station in the Unit. Consequently,

the response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. The FCC does not require that employment units retain such information in their records, or that such information be provided in response to this letter.

(f) Upon receipt, audit responses will be reviewed for completeness. If any questions arise or there are missing materials, EEO staff will contact you. The Enforcement Bureau no longer issues letters to licensees upon completion of our review of audit responses.

Should you have any questions, please contact EEO Staff at EB-EEO@fcc.gov or (202) 418-1450. Thank you for your cooperation.

Sincerely,

/s/ Elizabeth Goldin

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau

OFFICER'S CERTIFIED RESPONSE FOR:
STATION WLQV(AM) TO FCC EEO AUDIT LETTER

SALEM COMMUNICATIONS HOLDING CORPORATION, the licensee of radio station **WLQV(AM)** hereby submits its response to the FCC Equal Employment Opportunity audit letter directed to it dated **April 24, 2023**.

I am the Executive President and Secretary of **SALEM COMMUNICATIONS HOLDING CORPORATION**, the licensee of radio station **WLQV(AM)** and I am authorized to make this response on its behalf as follows:

1. In response to **Item 2(a)**, the SEU does not have fewer than five full-time employees. **WLQV(AM)** is part of a station employment unit consisting of the following stations: **WLQV(AM)** and **WDTK(AM)** (collectively, the "SEU"). These stations are commonly owned, share at least one employee and are in the same market.
2. Attached to this Response as **Exhibit 2(b)(i)**, are true and correct copies of the SEU's two most recent EEO public file reports covering the period between, **June 1, 2020 through and including May 31, 2022**.
3. Attached to this Response as **Exhibit 2(b)(ii)**, are the true and correct website addresses for the subject SEU, all of which include links to the posting of the most recent EEO Public File Report(s).
4. Attached to this Response as **Exhibit 2(b)(iii)**, are true and correct dated copies of the date of each full-time hire listed in the SEU's above-referenced EEO Public Files in accordance with 47 C.F.R. Section 73.2080(c)(5)(vi). Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. Section 73.2080(c)(5)(viii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included in this Audit Response. **Specs Howard School of Media Arts** has notified the SEU that they wanted to be notified of any job openings at the SEU that were filled during the period covered by the attached public file reports.
5. Attached to this Response as **Exhibit 2(b)(iv)**, is a true and correct list of the **total number of interviewees** for each vacancy and the referral source for each interviewee for all full-time SEU vacancies filled during the period covered by the attached EEO public file reports.
6. Attached to this Response as **Exhibit 2(b)(v)**, is documentation demonstrating performance of the **recruitment initiatives** during the period covered by the attached EEO public file reports; a list specifying **SEU personnel involved** in these recruitment initiatives; the **total number of full time employees** at the SEU; the requisite **population information**; and the **number of initiatives the SEU is required to perform**.

7. In response to **Item 2(b)(vi)**, the SEU has had no complaint(s) filed against it during the current license term in any forum having competent jurisdiction under federal, state, territorial, or local law, alleging unlawful discrimination in the employment practices of the SEU on the basis of race, color, religion, national origin, or sex.
8. Attached to this Response as **Exhibit 2(b)(vii)**, is a description of the responsibilities of each level of management to ensure enforcement of SEU EEO policies, and how the SEU has informed employees and job applicants of its EEO policies and program.
9. Attached to this Response as **Exhibit 2(b)(viii)**, is a description of the SEU's efforts to analyze its EEO recruitment program to ensure effectiveness in achieving a broad outreach to potential applicants, and to address any problems found as a result of the analysis, during the SEU's current license term.
10. Attached to this Response as **Exhibit 2(b)(ix)**, is a description of the SEU's efforts to periodically analyze measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, during the SEU's current license term.
11. In response to **Item 2(b)(x)**, this Licensee is not a religious broadcaster.

I declare, under penalty of perjury under the laws of the United States of America, that the foregoing is true and correct. Executed on this 31st day of May, 2023.

Christopher Henderson

Christopher J. Henderson

EXHIBIT 2(b)(i) –

**SEU's Two Most Recent EEO Public File Reports
Covering June 1, 2020 through and including
May 31, 2022.**

AMENDED EEO PUBLIC FILE REPORT

For the reporting period of 06/01/20 through 05/31/21

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 Board Operator	Glassdoor	09/14/20	1-15
2.	Board Operator	Internal Referral	11/08/20	1-15
3.	Account Executive	LinkedIn	11/16/20	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 was a total of eighteen (18) 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	0
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/	9
3	Indeed.com (known as a job posting aggregator to other cites such as; Ziprecruiter; iHire; mediarecruiter; careerbuilder; glassdoor, etc.)		Julie.Milius@salemmedia.com 4880 Santa Rosa Rd Camarillo, CA 93012	9
4	Specs Howard School of	*	19900 West Nine Mile Rd.	0

	Media Arts		Southfield, MI 48075 (248) 358-9000 Contact: Kristen Burns kburns@specshoward.edu	
4	Detroit Urban League		208 Mack Avenue Detroit, MI 48201 313-832-4600 / 313-831-5137 Contact: Shelita Richmond srichmond@deturbanleague.org	0
5	Woman in Communications		P.O. Box 1288 Royal Oak, MI 48068-1288 248-582-8465 Contact: Rose Ann Nicolai info@womcomdetroit.org	0
6	African American Woman's Network		17503 Roselawn Street Detroit, MI 48221 313-341-6163 Contact: Francine Rozier frozier82@hotmail.com	0
7	Latin Americans for Social and Economic Development		4138 West Vernor Highway Detroit, MI 48209 313-554-2025 Contact: Laura Mercado lauram1024@gmail.com	0
8	Detroit Association of Black Organizations		12048 Grand River Avenue Detroit, MI 48204 313-491-0003 Contact: Mrs. Augustine Sharp augustinesharp@gmail.com	0
9	Detroit Public Schools Adult Ed Program		16164 Asbury Pk Detroit, MI 48235 313-852-1089 Contact: Marsha Cheeks marsha.cheeks@detroitk12.org	0
10	Wayne State University		42 W. Warren Ave. Detroit, MI 48202 (313) 577-2424 jobs@wayne.edu	0
11	Michigan Association of Broadcasters		819 N. Washington Avenue Lansing, MI 48906-5815 Phone: 517.484.7444 http://www.michmab.com/Careers/JobBank	0
12	Rochester College		800 West Avon Rd Rochester Hills, MI 48307 248.218.2000 Contact: Essie Bryan Career Services gmay@rochesterru.edu	0
13	Association For Women in Communications		Online Job Posting http://jobtarget.womcom.org/employer/pricing/ Contact: Andrea Jacobsen 727-497-6565 Ext 3320	0
14	Detroit NAACP		2990 East Grand Blvd. Detroit, MI 48227 313-871-2087 K. Landrum klandrum@detroitnaACP.org	0
15	YWCA of Detroit		1401 Broadway	0

		Suite A. Detroit, MI 48226 313-259-9922 Emma Peterson emmaywcaadet@aol.com	
OTHER SOURCES OF INTERVIEWEES			
16. Internal Referrals			0
17. Outside Referrals			0
Total Number of Interviewees			18

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 Vice President and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

B. Job Fairs:

The SEU Vice President participated in general outreach efforts through a job fair. The Vice President of the SEU attended the MAB Job Fair on March 8, 2021.

AMENDED EEO PUBLIC FILE REPORT

For the reporting period of 06/01/21 through 05/31/22

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	Radio Operations Manager	Internal Referral	06/01/2021	1-16
2.	Account Executive	Radio Ad	08/31/2021	1-15
3.	Account Executive	LinkedIn	03/14/2022	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 was a total of fifteen (15) 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	0
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/	6
3	Indeed.com (known as a job posting aggregator to other cites such as; Ziprecruiter; iHire; mediarecruiter; careerbuilder; glassdoor, etc.)		Julie.Milius@salemmedia.com 4880 Santa Rosa Rd Camarillo, CA 93012	7

3	Detroit Urban League	208 Mack Avenue Detroit, MI 48201 313-832-4600 / 313-831-5137 Contact: Shelita Richmond srichmond@deturbanleague.org	0
4	Woman in Communications	P.O. Box 1288 Royal Oak, MI 48068-1288 248-582-8465 Contact: Rose Ann Nicolai info@womcomdetroit.org	0
5	African American Woman's Network	17503 Roselawn Street Detroit, MI 48221 313-341-6163 Contact: Francine Rozier frozier82@hotmail.com	0
6	Latin Americans for Social and Economic Development	4138 West Vernor Highway Detroit, MI 48209 313-554-2025 Contact: Laura Mercado lauram1024@gmail.com	0
7	Detroit Association of Black Organizations	12048 Grand River Avenue Detroit, MI 48204 313-491-0003 Contact: Mrs. Augustine Sharp augustinesharp@gmail.com	0
8	Detroit Public Schools Adult Ed Program	16164 Asbury Pk Detroit, MI 48235 313-852-1089 Contact: Marsha Cheeks marsha.cheeks@detroitk12.org	0
9	Wayne State University	42 W. Warren Ave. Detroit, MI 48202 (313) 577-2424 jobs@wayne.edu	0
10	Michigan Association of Broadcasters	819 N. Washington Avenue Lansing, MI 48906-5815 Phone: 517.484.7444 http://www.michmab.com/Careers/JobBank	0
11	Rochester College	800 West Avon Rd Rochester Hills, MI 48307 248.218.2000 Contact: Essie Bryan Career Services gmay@rochesterru.edu	0
12	Association For Women in Communications	Online Job Posting http://jobtarget.womcom.org/employer/pricing/ Contact: Andrea Jacobsen 727-497-6565 Ext 3320	0
13	Detroit NAACP	2990 East Grand Blvd. Detroit, MI 48227 313-871-2087 K. Landrum klandrum@detroitnaACP.org	0
14	YWCA of Detroit	1401 Broadway Suite A. Detroit, MI 48226 313-259-9922 Emma Peterson	0

			emmaywcaudet@aol.com	
15	Detroit Hispanic Development Corporation		J Phillips 1211 Trumbull St. Detroit, MI 48216 jphillips@dhdc1.org	0
OTHER SOURCES OF INTERVIEWEES				
16.	Radio Ad			1
17.	Internal Referral			1
Total Number of Interviewees				15

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 Fairs:

1. General Manager of the SEU took part in Diversity & Inclusion Virtual Career Job Fair on March 16, 2022. At this event, he discussed the radio/media business and the jobs possibilities available.
2. General Manager of the SEU took part in Disability Virtual Career Job Fair on April 13, 2022. At this event, he discussed the radio/media business and the jobs possibilities available.
3. Operations Manager took part in the NAAAHR Virtual Diversity Career Fair on May 20, 2022. At this event he spoke to attendees and acquired contact information for people who showed interest.

**EXHIBIT 2(b)(ii) –
Stations' Website Information**

Radio Station: Website: EEO Report Posted:

WLQV(AM) faithtalkdetroit.com YES

WDTK(AM) patriotdetroit.com YES

EXHIBIT 2(b)(iii) –

SEU's Full Time Positions filled during the June 1, 2020 through and including May 31, 2022, reporting period.

(6/1/2020 – 5/31/2021)

FT Position(s) Filled:	Date of Hire:
1. Account Executive (aka) Media Strategist	09/14/2020
2. Board Operator	11/08/2020
3. Account Executive (aka) Media Strategist	11/16/2020

(6/1/2021 – 5/31/2022)

FT Position(s) Filled:	Date of Hire:
4. Radio Operations Manager (recruited 03/1/2021)	06/01/2021
5. Account Executive (aka) Media Strategist	08/31/2021
6. Account Executive (aka) Media Strategist	03/14/2022

ACCOUNT EXECUTIVE aka MEDIA STRATEGIST

{09/14/2020}

ACCOUNT EXECUTIVE aka MEDIA STRATEGIST

(11/16/2020)

WLQV / WDTK /

VACANCY DATA FORM

Full-Time Job Title: ACCOUNT EXECUTIVE (aka) MEDIA STRATEGIST	Date Filled: 9/14/2020 & 11/16/2020
Recruitment Source ("RS") Referring Hiree: Referral & Indeed [same job posting remained posted thru the year]	Total Number of Interviewees: 4 + 4 = 8

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	ChristianJobs.com	N	
2	Salem Media Group, Inc. (Includes Facebook, LinkedIn & Twitter)	N	1
3	Specs Howard School of Media Arts	Y	
4	Detroit Urban League	N	
5	Woman in Communications	N	
6	African American Woman's Network	N	
7	Latin Americans for Social and Economic Development	N	
8	Detroit Association of Black Organizations	N	
9	Detroit Public Schools Adult Ed Program	N	
10	Wayne State University	N	
11	Michigan Association of Broadcasters	N	
12	Rochester College	N	
13	Association For Women in Communications	N	
14	Detroit NAACP	N	
15	YWCA of Detroit	N	
16	Indeed.com (known as a job posting aggregator to other cites such as; Ziprecruiter; iHire; mediarecruiter; careerbuilder; glassdoor, etc.)	N	6
17	Internal Referrals	N	
18	Outside Referrals	N	1

ACCOUNT EXECUTIVE POSITION: Salem Surround Detroit is looking for a digital-savvy, highly motivated sales professional to join our advertising team. This person will sell multi-media marketing solutions, including digital, broadcast and events sales, to local small-to-medium-sized businesses (SMBs).

We simplify the marketing process for our customers while helping them understand their advertising options all while using best-in-class tools! **In short, we help our customers grow their business.**

If this sounds intriguing, then we'd love to hear from you and tell you more!

Responsibilities:

- Prospect for qualified local and regional businesses; present and close appropriate marketing solution programs.
- Deliver compelling advertising presentations and strategic plan that address client objectives
- Responsible to accurately project revenues, meet and exceed monthly budgets for all product lines and overachieve annual budgets
- Follow accountabilities set forth by your sales manager to help guide you to success achieving monthly sales quotas consistently

Qualifications:

- The successful candidate will be smart, curious, tenacious, entrepreneurial, independent, passionate and enthusiastic, enjoy the thrill of the hunt by bringing in new business
- Track record of exceeding sales goals
- Proficiency in prospecting and effective listening skills
- A College degree is a plus; with 1-2 years of sales experience, preferred
- Great problem solving and analytical abilities and strong business acumen
- Strong understanding of the local market, marketing concepts, and digital media
- Knowledgeable of Digital products & applications such as:
 - Search Engine Marketing / Audience and Search Retargeting / Search Engine Optimization / Social Media Management and Marketing / Digital (Programmatic) Display / Website Development / Live Chat / Email Marketing

Benefits:

- Competitive pay structure based on experience
- Health, dental, vision and life insurance
- Matching 401k retirement plan
- Paid holidays and vacation time

Come see how Salem is DIFFERENT and why we've been certified as a "Great Place to Work" and as a "Best and Brightest" equal opportunity employer.

Media Strategist

Salem Media Group offers an EXCEPTIONAL opportunity for a strong Media Strategist.

POSITION OVERVIEW

Primary duties of this person will be sales focused with accountabilities in the digital area.

RESPONSIBILITIES Primary duties of this person will be sales focused in all digital areas developing his/her own list of clients that may utilize both digital and broadcast assets.

- Ability to audit client marketing presence and identify strengths and weaknesses & how to improve marketing efforts (website, google, broadcast, etc.) - provide a needs analysis.
- Conduct compelling presentations to sell client solutions based on audit/analysis.
- Help cultivate specs for digital presentations and local digital case studies
- Stay current with emerging digital opportunities
- Attend monthly corporate online meeting or conference call focusing on sales opportunities and success stories. From time to time, you will be asked to share efforts from your market.

EXPERTISE AND KNOWLEDGE

- Digital knowledge of local digital reputation management
- Social media marketing and management for small business
- Knowledge of how to buy digital ads for local businesses
- Broadcast (radio) and brand marketing experience +
- Knowledge of importance of local directory listings and how to get them
- Demonstrated history of campaign success using digital as a primary vehicle
- Proven success in Sales
- Digital media sales or product experience required
- Microsoft Office Suite, Photoshop or other graphics programs.
- A proven track-record of meeting and exceeding sales goals.
- Bachelor's Degree desired or equivalent work experience
- 3 years minimum outside/premise sales experience required.

Come see how Salem is DIFFERENT and why we've been awarded as a "Great Place to Work" and as a "Best and Brightest" employer." Salem Media Group is an equal opportunity employer.

From: Gregory Bryant <gregb@salemdetroit.com>
Sent: Thursday, August 27, 2020 6:57 AM
To: Karen Davenport <Karen.Davenport@SalemMedia.com>
Subject: RE: Digital AE - Detroit posting

Great, thanks for your help Karen.

From: Karen Davenport <Karen.Davenport@SalemMedia.com>
Sent: Wednesday, August 26, 2020 2:19 PM
To: Gregory Bryant <gregb@salemdetroit.com>
Cc: Christian MacCourtney <cmaccourtney.salem@gmail.com>; Stephanie Mickens <stephaniem@salemdetroit.com>
Subject: Re: Digital AE - Detroit posting

Hi Greg,

The Account Executive (Media Strategist) position has been posted on salemmedia.com, ChristianJobs.com and the Salem social media sites. Thanks,

PLEASE NOTE: Due to technical issues, please also copy KarenDavenportSalem@gmail.com when responding to this email.

Kind Regards,
Karen Davenport
Employment Specialist
Corporate Human Resources
Salem Media Group
4880 Santa Rosa Road
Camarillo, CA 93012
☎ 805-389-7785 Direct
805-383-4353 Confidential FAX
✉ karen.davenport@Salemmedia.com

From: Gregory Bryant <gregb@salemdetroit.com>
Sent: Wednesday, August 26, 2020 9:04 AM
To: Karen Davenport <Karen.Davenport@SalemMedia.com>
Cc: Christian MacCourtney <cmaccourtney.salem@gmail.com>
Subject: Digital AE - Detroit posting

Hi Karen,

We would like to initiate a new job posting for a Digital AE in Detroit. This should take the place of any existing or current sales postings for Detroit.

Please reach out with any questions, thanks.

Greg Bryant
General Sales Manager
p 248.581.1221
c 989.292.2977



Stephanie Mickens

From: Stephanie Mickens
Sent: Tuesday, January 21, 2020 11:11 AM
To: marsha.cheeks@detroitk12.org
Subject: Salem Media Group - Job Posting

To: Detroit Public Schools Adult Ed., Program,

We currently have a full time Digital Audience Specialist position available. Please post this on your job board.

Thank you,

Stephanie Mickens
Office Administrator
Salem Media Group - Detroit
248.581.1234
248.581.1203 (Direct)
stephaniem@salemdetroit.com

BOARD OPERATOR 11/08/2020

WLQV / WDTK /
VACANCY DATA FORM

Full-Time Job Title: BOARD OPERATOR	Date Filled: 11/8/2020
Recruitment Source ("RS") Referring Hiree: Ziprecruiter	Total Number of Interviewees: 10

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	ChristianJobs.com	N	
2	Salem Media Group, Inc. (Includes Facebook, LinkedIn & Twitter)	N	1
3	Specs Howard School of Media Arts	Y	
4	Detroit Urban League	N	
5	Woman in Communications	N	
6	African American Woman's Network	N	
7	Latin Americans for Social and Economic Development	N	
8	Detroit Association of Black Organizations	N	
9	Detroit Public Schools Adult Ed Program	N	
10	Wayne State University	N	
11	Michigan Association of Broadcasters	N	
12	Rochester College	N	
13	Association For Women in Communications	N	
14	Detroit NAACP	N	
15	YWCA of Detroit	N	
16	Indeed.com (known as a job posting aggregator to other cites such as; Ziprecruiter; iHire; mediarecruiter; careerbuilder; glassdoor, etc.)	N	8
17	Internal Referrals	N	1
18	Outside Referrals	N	

Stephanie Mickens

From: Stephanie Mickens
Sent: Friday, September 18, 2020 5:10 PM
To: srichmond@deturbanleague.org
Subject: Salem Media Group - Job Posting

To: Detroit Urban League,

We currently have a full time board operator position available. Please post to your job board.

Detroit Board Operator

Duties and Responsibilities.

- Must operate standard broadcast console, including “faders” or “pots.”
- Protect the company’s F-C-C license, successfully execute E-A-S tests, log transmitter readings, raise and lower power and follow regulations and policies under the direction of the Chief Operator.
- Able to read and follow program logs and play programs, spots and station identification’s for multiple stations.
- Ability to record commercials as well as live and pre-recorded production programming.
- Support other staff members with any needed concerns.
- Work with morning show host as needed.
- Be proficient with AXIA Consoles
- Be proficient with Adobe Audition
- Be familiar with the Rivendell Automation system
- Must be flexible to stay until the next operator has relieved you of your duties.
- The ability to travel in all types of weather to your work assignment
- Other duties as assigned.

Education, Specific Skills and Experience:

- High School Diploma or GED
 - Prior experience in running an audio console at a commercial or non-commercial radio station is necessary.
 - Experience in a similar format/formats preferred.
 - Experience with digital audio and digital editing systems.
 - Computer proficiency and ability to use Windows and Linux-based systems and programs.
 - Experience working with broadcast automation systems.
 - Able to work regular weekend and/or overnight shifts.
 - Must have legal right to work in the United States.

General Skills:

- The ability to work and problem solve independently.
 - Ability to interact and work well with others
 - Must be dependable, detailed oriented and organized.
 - Must be able to follow direction well.
 - Must be able to multiple task in a fast-paced environment.

Salem Media Group is an equal opportunity employer.

Thank you,

Stephanie Mickens
Office Administrator
Salem Media Group - Detroit
248.581.1234
248.581.1203 (Direct)
stephaniem@salem-detroit.com

RADIO OPERATIONS MANAGER [06/01/2021]

WLQV / WDTK /

VACANCY DATA FORM

Full-Time Job Title: RADIO OPERATIONS MANAGER	Date Filled: 6/1/2021
Recruitment Source ("RS") Referring Hire: Internal Referral	Total Number of Interviewees: 3

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	ChristianJobs.com	N	
2	Salem Media Group, Inc. (Includes Facebook, LinkedIn & Twitter)	N	
3	Specs Howard School of Media Arts	Y	
4	Detroit Urban League	N	
5	Woman in Communications	N	
6	African American Woman's Network	N	
7	Latin Americans for Social and Economic Development	N	
8	Detroit Association of Black Organizations	N	
9	Detroit Public Schools Adult Ed Program	N	
10	Wayne State University	N	
11	Michigan Association of Broadcasters	N	
12	Rochester College	N	
13	Association For Women in Communications	N	
14	Detroit NAACP	N	
15	YWCA of Detroit	N	
16	Indeed.com (known as a job posting aggregator to other sites such as; Ziprecruiter; iHire; mediarecruiter; careerbuilder; glassdoor, etc.)	N	2
17	Internal Referrals	N	1
18	Outside Referrals	N	

Radio: Operations Manager

Salem Media Group is looking for a Full Time Operations Manager for its two radio stations located in Detroit, MI. This individual will oversee all aspects of the on-air programming operations for this market. Reports to the General Manager, the successful candidate will:

Responsibilities

- Provide leadership and oversight in the execution of an excellent on-air sound and image for the station, with a goal of growing and expanding audience engagement and response
- Ensure compliance with FCC rules and regulations and Salem Media Group policies
- Be responsible for the recruitment, training, supervision and scheduling of programming personal
- Perform on-air as a station personality either live or via voice-tracking
- Appear at station events/remotes as friendly "face" of the station
- Work with station voiceover talent to create and produce station imaging and promos
- Manage the daily functioning of automated program delivery resulting in consistent, "tight," On-air product. A station sound with minimal, if any, episodes of "dead" air or "audio collisions," experience with Rivendell and Wide Orbit automation preferred
- Be organized and able to create systems to accomplish an excellent on-air sound
- Coordinate digital audio streaming processes including web and app based systems
- Work with sales staff for on-air and promotional execution of sales promotions
- Work with brokered programming clients on production of their programs
- Work with station promotions director to maximize digital assets including websites, social media presence, and other emerging techniques
- Provide light IT hardware/software services and supervise building maintenance

Skills and Qualifications

- Several years of experience in radio programming/production/operations management
- Knowledge of digital automation systems (Enco knowledge and experience a plus)
- Proficient in digital audio editing and production using various software packages
- Excellent communications skills (both written and verbal)
- Proficient in computer skills (Window/PC; Microsoft Office, etc)
- Ability to solve problems with creativity
- Ability to understand and program to the conservative and evangelical listening audience
- A positive and energetic style, with high integrity, strong work ethic, and ownership of outcomes
- Possess the ability to work in what will initially be a "streamlined" operation
- Have the ability to successfully expand oversight to additional stations that may be added to the market cluster

To apply: visit salemmedia.com/careers and apply online.

Salem Media Group is the leading US radio broadcaster targeting audiences interested in conservative Newstalk and Christian and family-themes programming. Salem Media Group is an EQUAL OPPORTUNITY EMPLOYER. Women and minorities are encouraged to apply. We offer competitive salary

based upon experience and a comprehensive benefit package including paid holidays and paid vacation for full time positions.

Stephanie Mickens

From: Stephanie Mickens
Sent: Tuesday, March 2, 2021 12:16 PM
To: mab@michmab.com
Subject: Salem Media Group - Job Posting/Ops Manager
Attachments: Detroit Ops Mgr 2021.docx

To: Michigan Association of Broadcasters,

We currently have a full time Operations Manager position available. Please post to your job board.

Thank you,

***Stephanie Mickens**
Office Administrator
Salem Media Group - Detroit
248.581.1234
248.581.1203 (Direct)
stephaniem@salem-detroit.com*

ACCOUNT EXECUTIVE aka MEDIA STRATEGIST

(08/31/2021)

WLQV / WDTK /

VACANCY DATA FORM

Full-Time Job Title: ACCOUNT EXECUTIVE (aka) MEDIA STRATEGIST	Date Filled: 8/31/2021
Recruitment Source ("RS") Referring Hiree: Radio Ad	Total Number of Interviewees: 8

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	ChristianJobs.com	N	
2	Salem Media Group, Inc. (Includes Facebook, LinkedIn & Twitter)	N	4
3	Specs Howard School of Media Arts	Y	
4	Detroit Urban League	N	
5	Woman in Communications	N	
6	African American Woman's Network	N	
7	Latin Americans for Social and Economic Development	N	
8	Detroit Association of Black Organizations	N	
9	Detroit Public Schools Adult Ed Program	N	
10	Wayne State University	N	
11	Michigan Association of Broadcasters	N	
12	Rochester College	N	
13	Association For Women in Communications	N	
14	Detroit NAACP	N	
15	YWCA of Detroit	N	
16	Indeed.com (known as a job posting aggregator to other sites such as; Ziprecruiter; iHire; mediarecruiter; careerbuilder; glassdoor, etc.)	N	3
17	Internal Referrals	N	
18	Outside Referrals	N	
19	Radio Ad	N	1

ACCOUNT EXECUTIVE POSITION: Salem Surround Detroit is looking for a digital-savvy, highly motivated sales professional to join our advertising team. This person will sell multi-media marketing solutions, including digital, broadcast and events sales, to local small-to-medium-sized businesses (SMBs).

We simplify the marketing process for our customers while helping them understand their advertising options all while using best-in-class tools! **In short, we help our customers grow their business.**

If this sounds intriguing, then we'd love to hear from you and tell you more!

Responsibilities:

- Prospect for qualified local and regional businesses; present and close appropriate marketing solution programs.
- Deliver compelling advertising presentations and strategic plan that address client objectives
- Responsible to accurately project revenues, meet and exceed monthly budgets for all product lines and overachieve annual budgets
- Follow accountabilities set forth by your sales manager to help guide you to success achieving monthly sales quotas consistently

Qualifications:

- The successful candidate will be smart, curious, tenacious, entrepreneurial, independent, passionate and enthusiastic, enjoy the thrill of the hunt by bringing in new business
- Track record of exceeding sales goals
- Proficiency in prospecting and effective listening skills
- A College degree is a plus; with 1-2 years of sales experience, preferred
- Great problem solving and analytical abilities and strong business acumen
- Strong understanding of the local market, marketing concepts, and digital media
- Knowledgeable of Digital products & applications such as:
 - Search Engine Marketing / Audience and Search Retargeting / Search Engine Optimization / Social Media Management and Marketing / Digital (Programmatic) Display / Website Development / Live Chat / Email Marketing

Benefits:

- Competitive pay structure based on experience
- Health, dental, vision and life insurance
- Matching 401k retirement plan
- Paid holidays and vacation time

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Stephanie Mickens

From: Stephanie Mickens
Sent: Thursday, May 13, 2021 4:42 PM
To: info@womcomdetroit.org
Subject: Salem Media Group - Job Posting/Account Executive
Attachments: DETMediaStrategist.docx

To: Women In Communications,

We currently have a full time Account Executive-Digital, position available. Please post to your job board.

Thank you,

Stephanie Mickens
Office Administrator
Salem Media Group - Detroit
248.581.1234
248.581.1203 (Direct)
stephaniem@salemdetroit.com

Stephanie Mickens

From: Stephanie Mickens
Sent: Thursday, May 13, 2021 4:43 PM
To: srichmond@deturbanleague.org
Subject: Salem Media Group - Job Posting/Account Executive
Attachments: DETMediaStrategist.docx

To: Detroit Urban League,

We currently have a full time Account Executive-Digital, position available. Please post to your job board.

Thank you,

*Stephanie Mickens
Office Administrator
Salem Media Group - Detroit
248.581.1234
248.581.1203 (Direct)
stephaniem@salemdetroit.com*

INVOICE



Salem Communications Holding Corp.
 2 Radio Plaza
 Ferndale, MI 48220
 Main: (248) 581-1234
 Billing:

Property	WDTK-AM		
Invoice #	522763-4	Order #	522763
Invoice Date	06/30/21	Alt Order #	
Invoice Month	June 2021	Deal #	
Invoice Period	06/01/21 - 06/30/21	Flight Dates	03/10/21 - 07/26/21
Advertiser	WDTK		
Product	Promo - Sales Position		
Estimate #			
Account Executive	House Detroit		
Sales Office	Local-Detroit		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Calendar		
Billing Type	Cash		
Special Handling	Promo / Do Not Mail		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

WDTK
 Attention: Accounts Payable
 2 Radio Plaza
 Ferndale, MI 48220

Send Payment To:

Salem Communications Holding Corp.
Salem Media Group, Inc.
Salem Detroit
PO Box 780561
Philadelphia, PA 19178-0561

Line	Spot #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
21104		WDTK	Tu	06/01/21	6:49 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21108		WDTK	Tu	06/01/21	9:29 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21110		WDTK	Tu	06/01/21	9:49 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21107		WDTK	Tu	06/01/21	3:26 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21106		WDTK	Tu	06/01/21	4:32 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21109		WDTK	Tu	06/01/21	4:52 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21105		WDTK	Tu	06/01/21	6:19 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21111		WDTK	W	06/02/21	11:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21115		WDTK	W	06/02/21	11:49 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21113		WDTK	W	06/02/21	1:20 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21114		WDTK	W	06/02/21	1:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21112		WDTK	W	06/02/21	3:30 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21117		WDTK	W	06/02/21	4:24 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21119		WDTK	Th	06/03/21	8:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21121		WDTK	Th	06/03/21	12:49 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21122		WDTK	Th	06/03/21	1:53 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21124		WDTK	Th	06/03/21	4:32 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21120		WDTK	Th	06/03/21	5:05 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21118		WDTK	Th	06/03/21	5:54 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21123		WDTK	Th	06/03/21	7:08 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21126		WDTK	F	06/04/21	5:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21128		WDTK	F	06/04/21	6:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21129		WDTK	F	06/04/21	7:21 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21131		WDTK	F	06/04/21	12:21 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21125		WDTK	F	06/04/21	5:34 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21130		WDTK	F	06/04/21	6:47 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21127		WDTK	F	06/04/21	7:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 467		WDTK	Sa	06/05/21	6:04 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 465		WDTK	Sa	06/05/21	10:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 504		WDTK	Sa	06/05/21	10:16 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 502		WDTK	Sa	06/05/21	11:32 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM

PLEASE NOTE: A 3% surcharge will be applied to all credit card payments (excluding debit cards)

*To ensure that your payment is applied to your account correctly please note the invoice # (or Order #) on your payment (or attach a copy of your invoice to the payment). All times shown are within 10 minutes of the actual air time based on our program logs. ** Please note, if you have prepaid your bill there will be a zero balance right below the total and you can consider this an affidavit of performance. We appreciate your business!

INVOICE



Send Payment To:
Salem Communications Holding Corp.
Salem Media Group, Inc.
Salem Detroit
PO Box 780561
Philadelphia, PA 19178-0561

Invoice #	522763-4	Invoice Month	June 2021
Invoice Date	06/30/21	Invoice Period	06/01/21 - 06/30/21
Advertiser	WDTK		
Product	Promo - Sales Position		
Estimate #			

Line	Spot #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
1	501	WDTK	Sa	06/05/21	12:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	480	WDTK	Sa	06/05/21	3:32 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
11321	WDTK	Sa	06/05/21	3:49 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
MG for 1.434 05/29											
1	503	WDTK	Sa	06/05/21	3:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	466	WDTK	Sa	06/05/21	5:58 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	469	WDTK	Sa	06/05/21	7:08 PM	M-Su	5:00 AM-8:00 PM	1:00	Gotta Half it/Generic	:30	\$0.00 NM
1	468	WDTK	Sa	06/05/21	7:36 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
11323	WDTK	Sa	06/05/21	7:48 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
MG for 1.431 05/29											
1	471	WDTK	Su	06/06/21	8:20 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	484	WDTK	Su	06/06/21	8:32 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	470	WDTK	Su	06/06/21	9:25 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	479	WDTK	Su	06/06/21	10:15 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	472	WDTK	Su	06/06/21	10:30 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	483	WDTK	Su	06/06/21	12:03 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	478	WDTK	Su	06/06/21	2:31 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
11322	WDTK	Su	06/06/21	2:42 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
MG for 1.428 05/29											
1	481	WDTK	Su	06/06/21	2:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
1	473	WDTK	Su	06/06/21	7:58 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21133	WDTK	M	06/07/21	5:05 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21134	WDTK	M	06/07/21	6:59 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21137	WDTK	M	06/07/21	1:43 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21136	WDTK	M	06/07/21	3:26 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21135	WDTK	M	06/07/21	4:05 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21138	WDTK	M	06/07/21	6:18 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21132	WDTK	M	06/07/21	7:20 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21141	WDTK	Tu	06/08/21	6:50 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21143	WDTK	Tu	06/08/21	9:30 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21144	WDTK	Tu	06/08/21	9:59 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21145	WDTK	Tu	06/08/21	11:22 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21139	WDTK	Tu	06/08/21	11:59 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21140	WDTK	Tu	06/08/21	3:05 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21142	WDTK	Tu	06/08/21	6:19 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21150	WDTK	W	06/09/21	7:06 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21148	WDTK	W	06/09/21	7:49 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21147	WDTK	W	06/09/21	11:05 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21152	WDTK	W	06/09/21	4:24 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21151	WDTK	W	06/09/21	4:53 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21146	WDTK	W	06/09/21	5:54 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21149	WDTK	W	06/09/21	6:48 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21154	WDTK	Th	06/10/21	7:29 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21155	WDTK	Th	06/10/21	11:05 AM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21156	WDTK	Th	06/10/21	12:21 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21157	WDTK	Th	06/10/21	1:53 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21153	WDTK	Th	06/10/21	5:24 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21158	WDTK	Th	06/10/21	6:35 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM
21159	WDTK	Th	06/10/21	7:08 PM	M-Su		5:00 AM-8:00 PM	1:00	WDTK - Sales Position	:60	\$0.00 NM

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INVOICE



Send Payment To:
Salem Communications Holding Corp.
Salem Media Group, Inc.
Salem Detroit
PO Box 780561
Philadelphia, PA 19178-0561

Invoice #	522763-4	Invoice Month	June 2021
Invoice Date	06/30/21	Invoice Period	06/01/21 - 06/30/21
Advertiser	WDTK		
Product	Promo - Sales Position		
Estimate #			

Line	Spot #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
21160	WDTK	F	06/11/21	5:50 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21163	WDTK	F	06/11/21	7:29 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21161	WDTK	F	06/11/21	7:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21164	WDTK	F	06/11/21	10:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21165	WDTK	F	06/11/21	1:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21162	WDTK	F	06/11/21	4:51 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21166	WDTK	F	06/11/21	7:36 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 507	WDTK	Sa	06/12/21	10:06 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 540	WDTK	Sa	06/12/21	10:18 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 544	WDTK	Sa	06/12/21	10:46 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 505	WDTK	Sa	06/12/21	11:16 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 509	WDTK	Sa	06/12/21	11:32 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 506	WDTK	Sa	06/12/21	3:17 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 508	WDTK	Sa	06/12/21	3:49 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 541	WDTK	Sa	06/12/21	3:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 543	WDTK	Sa	06/12/21	7:08 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 542	WDTK	Sa	06/12/21	7:48 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 539	WDTK	Su	06/13/21	5:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 512	WDTK	Su	06/13/21	8:20 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 513	WDTK	Su	06/13/21	8:31 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 511	WDTK	Su	06/13/21	8:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 535	WDTK	Su	06/13/21	9:26 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 510	WDTK	Su	06/13/21	10:45 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 534	WDTK	Su	06/13/21	12:25 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 533	WDTK	Su	06/13/21	12:45 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 514	WDTK	Su	06/13/21	2:42 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
1 532	WDTK	Su	06/13/21	6:32 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21170	WDTK	M	06/14/21	6:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21171	WDTK	M	06/14/21	6:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21172	WDTK	M	06/14/21	9:30 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21169	WDTK	M	06/14/21	9:50 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21168	WDTK	M	06/14/21	1:20 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21173	WDTK	M	06/14/21	2:53 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21167	WDTK	M	06/14/21	4:32 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21174	WDTK	Tu	06/15/21	6:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21176	WDTK	Tu	06/15/21	7:06 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21178	WDTK	Tu	06/15/21	9:29 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21177	WDTK	Tu	06/15/21	3:05 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21180	WDTK	Tu	06/15/21	5:34 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21179	WDTK	Tu	06/15/21	6:47 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21175	WDTK	Tu	06/15/21	7:20 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21185	WDTK	W	06/16/21	5:48 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21181	WDTK	W	06/16/21	11:30 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21184	WDTK	W	06/16/21	12:50 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21182	WDTK	W	06/16/21	1:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21186	WDTK	W	06/16/21	4:05 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21183	WDTK	W	06/16/21	5:22 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	
21187	WDTK	W	06/16/21	6:18 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM	

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INVOICE



Send Payment To:
Salem Communications Holding Corp.
Salem Media Group, Inc.
Salem Detroit
PO Box 780561
Philadelphia, PA 19178-0561

Invoice #	522763-4	Invoice Month	June 2021
Invoice Date	06/30/21	Invoice Period	06/01/21 - 06/30/21
Advertiser	WDTK		
Product	Promo - Sales Position		
Estimate #			

Line	Spot #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
21191		WDTK	Th	06/17/21	7:50 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21192		WDTK	Th	06/17/21	7:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21193		WDTK	Th	06/17/21	1:43 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21194		WDTK	Th	06/17/21	3:30 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21188		WDTK	Th	06/17/21	4:49 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21190		WDTK	Th	06/17/21	5:26 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21189		WDTK	Th	06/17/21	7:08 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21200		WDTK	F	06/18/21	5:33 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21199		WDTK	F	06/18/21	5:48 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21197		WDTK	F	06/18/21	7:29 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21198		WDTK	F	06/18/21	12:21 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21196		WDTK	F	06/18/21	12:50 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21201		WDTK	F	06/18/21	12:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21195		WDTK	F	06/18/21	3:56 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 546		WDTK	Sa	06/19/21	10:06 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 556		WDTK	Sa	06/19/21	10:45 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 551		WDTK	Sa	06/19/21	11:15 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 558		WDTK	Sa	06/19/21	11:47 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 547		WDTK	Sa	06/19/21	3:49 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 548		WDTK	Sa	06/19/21	4:33 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 550		WDTK	Sa	06/19/21	7:48 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 561		WDTK	Su	06/20/21	5:19 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 552		WDTK	Su	06/20/21	8:21 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 553		WDTK	Su	06/20/21	8:32 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 564		WDTK	Su	06/20/21	9:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 559		WDTK	Su	06/20/21	10:16 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 554		WDTK	Su	06/20/21	10:31 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 563		WDTK	Su	06/20/21	12:23 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 560		WDTK	Su	06/20/21	2:21 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 555		WDTK	Su	06/20/21	2:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 562		WDTK	Su	06/20/21	6:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21208		WDTK	M	06/21/21	9:06 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21205		WDTK	M	06/21/21	9:20 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21206		WDTK	M	06/21/21	9:30 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21202		WDTK	M	06/21/21	11:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21203		WDTK	M	06/21/21	2:53 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21204		WDTK	M	06/21/21	4:26 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21207		WDTK	M	06/21/21	5:55 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21210		WDTK	Tu	06/22/21	5:20 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21211		WDTK	Tu	06/22/21	6:49 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21215		WDTK	Tu	06/22/21	6:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21213		WDTK	Tu	06/22/21	10:51 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21212		WDTK	Tu	06/22/21	12:50 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21209		WDTK	Tu	06/22/21	2:53 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21214		WDTK	Tu	06/22/21	7:48 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21220		WDTK	W	06/23/21	7:30 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21221		WDTK	W	06/23/21	9:51 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21218		WDTK	W	06/23/21	9:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM

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INVOICE



Send Payment To:
Salem Communications Holding Corp.
Salem Media Group, Inc.
Salem Detroit
PO Box 780561
Philadelphia, PA 19178-0561

Invoice #	522763-4	Invoice Month	June 2021
Invoice Date	06/30/21	Invoice Period	06/01/21 - 06/30/21
Advertiser	WDTK		
Product	Promo - Sales Position		
Estimate #			

Line	Spot #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
21216		WDTK	W	06/23/21	11:24 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21217		WDTK	W	06/23/21	4:52 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21219		WDTK	W	06/23/21	6:33 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21229		WDTK	Th	06/24/21	5:33 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21226		WDTK	Th	06/24/21	7:30 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21224		WDTK	Th	06/24/21	1:53 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21227		WDTK	Th	06/24/21	4:50 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21223		WDTK	Th	06/24/21	4:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21228		WDTK	Th	06/24/21	5:24 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21225		WDTK	Th	06/24/21	7:48 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21232		WDTK	F	06/25/21	6:21 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21234		WDTK	F	06/25/21	1:20 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21235		WDTK	F	06/25/21	1:43 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21233		WDTK	F	06/25/21	3:05 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21236		WDTK	F	06/25/21	4:32 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21231		WDTK	F	06/25/21	7:08 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21230		WDTK	F	06/25/21	7:20 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 604		WDTK	Sa	06/26/21	5:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 606		WDTK	Sa	06/26/21	6:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 587		WDTK	Sa	06/26/21	10:06 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 603		WDTK	Sa	06/26/21	10:32 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 586		WDTK	Sa	06/26/21	11:16 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 585		WDTK	Sa	06/26/21	11:32 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 588		WDTK	Sa	06/26/21	3:49 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 609		WDTK	Sa	06/26/21	3:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 589		WDTK	Sa	06/26/21	4:29 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 605		WDTK	Sa	06/26/21	4:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 590		WDTK	Su	06/27/21	8:20 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 596		WDTK	Su	06/27/21	8:32 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 591		WDTK	Su	06/27/21	8:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 597		WDTK	Su	06/27/21	10:16 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 592		WDTK	Su	06/27/21	10:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 607		WDTK	Su	06/27/21	11:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 608		WDTK	Su	06/27/21	12:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 602		WDTK	Su	06/27/21	2:20 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 594		WDTK	Su	06/27/21	2:31 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
1 593		WDTK	Su	06/27/21	6:04 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21237		WDTK	M	06/28/21	6:50 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21241		WDTK	M	06/28/21	6:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21239		WDTK	M	06/28/21	12:50 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21243		WDTK	M	06/28/21	2:54 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21242		WDTK	M	06/28/21	3:25 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21240		WDTK	M	06/28/21	5:55 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21238		WDTK	M	06/28/21	7:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21248		WDTK	Tu	06/29/21	5:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21245		WDTK	Tu	06/29/21	5:20 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21246		WDTK	Tu	06/29/21	7:50 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21249		WDTK	Tu	06/29/21	9:29 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM

PLEASE NOTE: A 3% surcharge will be applied to all credit card payments (excluding debit cards)

*To ensure that your payment is applied to your account correctly please note the Invoice # (or Order #) on your payment (or attach a copy of your invoice to the payment). All times shown are within 10 minutes of the actual air time based on our program logs. ** Please note, if you have prepaid your bill there will be a zero balance right below the total and you can consider this an affidavit of performance.

We appreciate your business!

INVOICE



Send Payment To:
Salem Communications Holding Corp.
Salem Media Group, Inc.
Salem Detroit
PO Box 780561
Philadelphia, PA 19178-0561

Invoice #	522763-4	Invoice Month	June 2021
Invoice Date	06/30/21	Invoice Period	06/01/21 - 06/30/21
Advertiser	WDTK		
Product	Promo - Sales Position		
Estimate #			

Line	Spot #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
21244		WDTK	Tu	06/29/21	9:59 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21247		WDTK	Tu	06/29/21	6:19 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21250		WDTK	Tu	06/29/21	6:34 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21254		WDTK	W	06/30/21	7:29 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21252		WDTK	W	06/30/21	9:05 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21257		WDTK	W	06/30/21	9:20 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21251		WDTK	W	06/30/21	9:49 AM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21255		WDTK	W	06/30/21	12:05 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21256		WDTK	W	06/30/21	1:59 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
21253		WDTK	W	06/30/21	6:20 PM	M-Su	5:00 AM-8:00 PM	1:00	WDTK - Sales Position :60	\$0.00	NM
Total Spots								231			

Payment Terms: Net Amount Due 15 Days

<u>Net Total</u>	\$0.00
<u>Invoice Balance as of 05/24/23 4 24:55 PM ET</u>	\$0.00

****PLEASE NOTE: A 3% surcharge will be applied to all credit card payments (excluding debit cards)****

*To ensure that your payment is applied to your account correctly please note the Invoice # (or Order #) on your payment (or attach a copy of your invoice to the payment) All times shown are within 10 minutes of the actual air time based on our program logs. ** Please note, if you have prepaid your bill there will be a zero balance right below the total and you can consider this an affidavit of performance. We appreciate your business!

ACCOUNT EXECUTIVE aka MEDIA STRATEGIST
(03/14/2022 – as amended)

WLQV / WDTK /

VACANCY DATA FORM

Full-Time Job Title: ACCOUNT EXECUTIVE (aka) MEDIA STRATEGIST	Date Filled: 3/14/2022
Recruitment Source ("RS") Referring Hiree: Linkedin	Total Number of Interviewees: 4

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	ChristianJobs.com	N	
2	Salem Media Group, Inc. (Includes Facebook, LinkedIn & Twitter)	N	1
3	Specs Howard School of Media Arts	Y	
4	Detroit Urban League	N	
5	Woman in Communications	N	
6	African American Woman's Network	N	
7	Latin Americans for Social and Economic Development	N	
8	Detroit Association of Black Organizations	N	
9	Detroit Public Schools Adult Ed Program	N	
10	Wayne State University	N	
11	Michigan Association of Broadcasters	N	
12	Rochester College	N	
13	Association For Women in Communications	N	
14	Detroit NAACP	N	
15	YWCA of Detroit	N	
16	Indeed.com (known as a job posting aggregator to other cites such as; Ziprecruiter; iHire; mediarecruiter; careerbuilder; glassdoor, etc.)	N	3
17	Internal Referrals	N	
18	Outside Referrals	N	
19	Radio Ad	N	

ACCOUNT EXECUTIVE POSITION: Salem Surround Detroit is looking for a digital-savvy, highly motivated sales professional to join our advertising team. This person will sell multi-media marketing solutions, including digital, broadcast and events sales, to local small-to-medium-sized businesses (SMBs).

We simplify the marketing process for our customers while helping them understand their advertising options all while using best-in-class tools! **In short, we help our customers grow their business.**

If this sounds intriguing, then we'd love to hear from you and tell you more!

Responsibilities:

- Prospect for qualified local and regional businesses; present and close appropriate marketing solution programs.
- Deliver compelling advertising presentations and strategic plan that address client objectives
- Responsible to accurately project revenues, meet and exceed monthly budgets for all product lines and overachieve annual budgets
- Follow accountabilities set forth by your sales manager to help guide you to success achieving monthly sales quotas consistently

Qualifications:

- The successful candidate will be smart, curious, tenacious, entrepreneurial, independent, passionate and enthusiastic, enjoy the thrill of the hunt by bringing in new business
- Track record of exceeding sales goals
- Proficiency in prospecting and effective listening skills
- A College degree is a plus; with 1-2 years of sales experience, preferred
- Great problem solving and analytical abilities and strong business acumen
- Strong understanding of the local market, marketing concepts, and digital media
- Knowledgeable of Digital products & applications such as:
 - Search Engine Marketing / Audience and Search Retargeting / Search Engine Optimization / Social Media Management and Marketing / Digital (Programmatic) Display / Website Development / Live Chat / Email Marketing

Benefits:

- Competitive pay structure based on experience
- Health, dental, vision and life insurance
- Matching 401k retirement plan
- Paid holidays and vacation time

Come see how Salem is DIFFERENT and why we've been certified as a "Great Place to Work" and as a "Best and Brightest" equal opportunity employer.

Media Strategist

Salem Media Group offers an EXCEPTIONAL opportunity for a strong Media Strategist.

POSITION OVERVIEW

Primary duties of this person will be sales focused with accountabilities in the digital area.

RESPONSIBILITIES Primary duties of this person will be sales focused in all digital areas developing his/her own list of clients that may utilize both digital and broadcast assets.

- Ability to audit client marketing presence and identify strengths and weaknesses & how to improve marketing efforts (website, google, broadcast, etc.) - provide a needs analysis.
- Conduct compelling presentations to sell client solutions based on audit/analysis.
- Help cultivate specs for digital presentations and local digital case studies
- Stay current with emerging digital opportunities
- Attend monthly corporate online meeting or conference call focusing on sales opportunities and success stories. From time to time, you will be asked to share efforts from your market.

EXPERTISE AND KNOWLEDGE

- Digital knowledge of local digital reputation management
- Social media marketing and management for small business
- Knowledge of how to buy digital ads for local businesses
- Broadcast (radio) and brand marketing experience +
- Knowledge of importance of local directory listings and how to get them
- Demonstrated history of campaign success using digital as a primary vehicle
- Proven success in Sales
- Digital media sales or product experience required
- Microsoft Office Suite, Photoshop or other graphics programs.
- A proven track-record of meeting and exceeding sales goals.
- Bachelor's Degree desired or equivalent work experience
- 3 years minimum outside/premise sales experience required.

Come see how Salem is DIFFERENT and why we've been awarded as a "Great Place to Work" and as a "Best and Brightest" employer." Salem Media Group is an equal opportunity employer.

Stephanie Mickens

From: Stephanie Mickens
Sent: Wednesday, May 12, 2021 5:35 PM
To: gmay@rochesteru.edu
Subject: Salem Media Group - Job Posting/Account Executive
Attachments: DETMediaStrategist.docx

To: Rochester College,

We currently have a full time Account Executive-Digital, position available. Please post to your job board.

Thank you,

Stephanie Mickens
Office Administrator
Salem Media Group - Detroit
248.581.1234
248.581.1203 (Direct)
stephaniem@salem-detroit.com

EXHIBIT 2(b)(iv) –

**Total Number of Interviewees for each Vacancy
and Referral Source during the June 1, 2020
through and including May 31, 2022, reporting
period.**

WLQV / WDTK /

INTERVIEWEES FOR FULL-TIME VACANCIES

Reporting Period: June 1, 2020 through and including May 31, 2021

Vacancy 1:

Name of Position:

Account Executive (9/14/2020)

Number of Interviewees: 4

Interviewee 1
Interviewee 2
Interviewee 3
Interviewee 4

Referral Source

Glassdoor
Career Builder
Linkedin
Zip Recruiter

Vacancy 2:

Name of Position:

Board Operator (11/08/2020)

Number of Interviewees: 10

Interviewee 1
Interviewee 2
Interviewee 3
Interviewee 4
Interviewee 5
Interviewee 6
Interviewee 7
Interviewee 8
Interviewee 9
Interviewee 10

Referral Source

Indeed.com
Internal/Ziprecruiter
Salem Website
Indeed.com
Indeed.com
Indeed.com
Indeed.com
Indeed.com
Indeed.com
Indeed.com

Vacancy 3:

Name of Position:

Account Executive (11/16/2020)

Number of Interviewees: 4

Interviewee 1
Interviewee 2
Interviewee 3
Interviewee 4

Referral Source

Linkedin
Linkedin
Ziprecruiter
Linkedin

Reporting Period: June 1, 2021 through and including May 31, 2022

Vacancy 4:

Name of Position:

Radio Operations Manager (06/01/2021)

Number of Interviewees: 3

[See Amended EEO Report filed concurrently]

	<u>Referral Source</u>
Interviewee 1	Internal Referral
Interviewee 2	All Access
Interviewee 3	Indeed.com

Vacancy 5:

Name of Position:

Account Executive (08/31/2021)

Number of Interviewees: 8

	<u>Referral Source</u>
Interviewee 1	Radio Advertisement
Interviewee 2	Linkedin
Interviewee 3	GooglePlus
Interviewee 4	Twitter
Interviewee 5	Indeed.com
Interviewee 6	Linkedin
Interviewee 7	Linkedin
Interviewee 8	Indeed.com

Vacancy 6:

Name of Position:

Account Executive (03/14/2022)

Number of Interviewees: 4

	<u>Referral Source</u>
Interviewee 1	Linkedin
Interviewee 2	Ziprecruiter
Interviewee 3	Salem Media Jobs
Interviewee 4	Appcast

**EXHIBIT 2(b)(v) –
Dated Documentation Demonstrating the Performance
of the Unit’s Recruitment Initiatives during
the June 1, 2020 through and including May 31,
2022, reporting period.**

The total number of Full Time SEU employees was:

 8 (at the time of the **5/31/2021** EEO Report)

 8 (at the time of the **5/31/2022** EEO Report)

- The Population of the Market is over 250,000.
- The number of initiatives the SEU is required to perform is. **2**

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SPECIFICATION OF SEU PERSONNEL INVOLVED IN RECRUITMENT INITIATIVES for June 1, 2020 through and including May 31, 2022.

(6/1/2020 – 5/31/2021)

<u>Recruitment Initiative</u>	<u>Name of Personnel Participating</u>
1. Job Fair -1 (03/08/2021)	Regional V.P. & GM

(6/1/2021 – 5/31/2022)

<u>Recruitment Initiative</u>	<u>Name of Personnel Participating</u>
2. Management Training	Regional V.P. & GM
3. Job Fair - 3 (03/16/2022)	Regional V.P. & GM
(04/13/2022)	Regional V.P. & GM
(05/20/2022)	Regional V.P. & GM

JOB FAIRS

JOB FAIR - MARCH 2021

Stephanie Mickens

From: Stephanie Mickens
Sent: Wednesday, March 3, 2021 2:39 PM
To: 'Chris MacCourtney'
Cc: Gregory Bryant
Subject: FW: Great Lakes Media Show

Chris,

Information regarding the job fair is below. Since you registered, you will receive the email w/credentials, etc., for the fair.

Stephanie Mickens
Office Administrator
Salem Media Group - Detroit
248.581.1234
248.581.1203 (Direct)
stephaniem@salemdetroit.com

From: Jayne Hodak Soboleski <jayne@michmab.com>
Sent: Wednesday, March 3, 2021 2:23 PM
To: Stephanie Mickens <stephaniem@salemdetroit.com>
Subject: Re: Great Lakes Media Show

Hi Stephanie,

We are so happy you will be joining us for the Great Lakes Media Show! We are looking forward to some terrific sessions over the four days.

Tomorrow, all who are registered for the show will receive an email from our Virtual Producer, Motown Digital, with your credentials and link to the show.

That email will also have information for you if you have issues logging in the day of the show.

Also, please make sure you keep that email, as that will be the link you use for all four days.

Please let me know if you have any further questions!

Jayne Hodak
MAB, Executive Director of Programs
jayne@michmab.com

On Wed, Mar 3, 2021 at 9:18 AM Stephanie Mickens <stephaniem@salemdetroit.com> wrote:

Hi Jayne,

We have registered for the Great Lakes Media Show for next week. The registration ID is 4163792. Can you tell me what is needed, other than the ID, to attend the show? Can you give me details on how the process works?

Thank you for your help,

*Stephanie Mickens
Office Administrator
Salem Media Group - Detroit
248.581.1234
248.581.1203 (Direct)
stephaniem@salemdetroit.com*



Michigan Association of Broadcasters

Receipt #2231

2/24/2021

Bill To Salem Media Group

Quantity	Description	Unit Price	Total
1	Great Lakes Media Show 2021 - Christian MacCourtney - Member Full Conference - GLMS Registration	\$100.00	\$100.00
	SUBTOTAL		\$100.00
	SALES TAX		\$0.00
	SHIPPING & HANDLING		\$0.00
	TOTAL		\$100.00
	2/24/2021 - Payment: Credit card		\$100.00
	TOTAL DUE BY 2/24/2021		\$0.00

Stephanie Mickens

From: Auto-Receipt <noreply@mail.authorize.net>
Sent: Wednesday, February 23, 2022 11:19 AM
To: Stephanie Mickens
Subject: Transaction Receipt from CareerEco / G3 Agency Corporation for \$495.00 (USD)

CareerEco Virtual Events, G3 Agency Corporation

Order Information

Description: Goods or Services

Billing Information

Stephanie Mickens
Salem Media - WDTK/WLQV/Surround
2 Radio Plaza
Ferndale, Michigan 48220
US
stephaniem@salemdetroit.com
2485811203

Shipping Information

Item	Name	Description	Qty	Taxable	Unit Price	Item Total
Diversity & Inclusion Virtual C	Diversity & Inclusion Virtual C	Diversity & Inclusion Virtual Career Fair br/ Late Registration	1	N	\$495.00 (USD)	\$495.00 (USD)

Total: \$495.00 (USD)

Payment Information

Date/Time: 23-Feb-2022 11:18:33 EST
Transaction ID: 63556034813
Payment Method: Visa xxxx5231
Transaction Type: Purchase
Auth Code: 683344

Merchant Contact Information

CareerEco / G3 Agency Corporation
Atlanta, GA 30327
US
gayleo@careereco.com
4405 Northside Parkway, Suite 120, Atlanta, GA 30327 770-874-7807, billing@careereco.com,
www.careereco.com

Stephanie Mickens

From: Auto-Receipt <noreply@mail.authorize.net>
Sent: Wednesday, March 9, 2022 12:31 PM
To: Stephanie Mickens
Subject: Transaction Receipt from CareerEco / G3 Agency Corporation for \$395.00 (USD)

CareerEco Virtual Events, G3 Agency Corporation

Order Information

Description: Goods or Services

Billing Information

Stephanie Mickens
Salem Media - WDTK/WLQV/Surround
2 Radio Plaza
Ferndale, Michigan 48220
US
stephaniem@salem-detroit.com
2485811203

Shipping Information

Item	Name	Description	Qty	Taxable	Unit Price	Item Total
Bender Virtual Career Fair br/	Bender Virtual Career Fair br/	Bender Virtual Career Fair br/ Early Registration	1	N	\$395.00 (USD)	\$395.00 (USD)

Total: \$395.00 (USD)

Payment Information

Date/Time: 9-Mar-2022 12:30:46 EST
Transaction ID: 63585967085
Payment Method: Visa xxxx5231
Transaction Type: Purchase
Auth Code: 604633

Merchant Contact Information

CareerEco / G3 Agency Corporation
Atlanta, GA 30327
US
gayleo@careereco.com
4405 Northside Parkway, Suite 120, Atlanta, GA 30327 770-874-7807, billing@careereco.com,
www.careereco.com

Stephanie Mickens

From: Auto-Receipt <noreply@mail.authorize.net>
Sent: Wednesday, May 18, 2022 2:15 PM
To: Stephanie Mickens
Subject: Transaction Receipt from CareerEco / G3 Agency Corporation for \$595.00 (USD)

CareerEco Virtual Events, G3 Agency Corporation

Order Information

Description: Goods or Services

Billing Information

Stephanie Mickens
Salem Media - WDTK/WLQV/Surround
2 Radio Plaza
Ferndale, Michigan 48220
US
stephaniem@salem-detroit.com
2485811203

Shipping Information

Item	Name	Description	Qty	Taxable	Unit Price	Item Total
NAAAHR Virtual Diversity Career	NAAAHR Virtual Diversity Career	NAAAHR Virtual Diversity Career Fair br/ Late Registration	1	N	\$595.00 (USD)	\$595.00 (USD)

Total: \$595.00 (USD)

Payment Information

Date/Time: 18-May-2022 14:15:17 EDT
Transaction ID: 63722977622
Payment Method: Visa xxxx5231
Transaction Type: Purchase
Auth Code: 651799

Merchant Contact Information

CareerEco / G3 Agency Corporation
Atlanta, GA 30327
US
gayleo@careereco.com
4405 Northside Parkway, Suite 120, Atlanta, GA 30327 770-874-7807, billing@careereco.com,
www.careereco.com

MANAGEMENT TRAINING

Stephanie Mickens

From: Tracey Kim
Sent: Thursday, April 21, 2022 1:23 AM
To: Salem HR Network
Cc: Salem General Managers; Carmen Kisner
Subject: Post-EEO Training Call Update

Importance: High

Follow Up Flag: Follow up
Flag Status: Flagged

Thank you to all of you who were able to attend the April 20 HR Network Training Call on the topic of EEO Rules. For those of you who were unable to make it, a recording of the presentation as well as the PowerPoint will be available on the Intranet very soon.

As a follow up to the call, I want to address the great question asked by Val Carolin at the end of the call, which was whether the annual EEO public file reports need to include full-time hires of non-Salem groups programming stations that Salem owns as in the case of an LMA. My answer may have caused some confusion so I want to provide some clarity. The answer is no, we do not. We only need to provide information regarding our own SEU employees. Note however, that if you're in a market where we are programming a station we don't own, then any of our full-time hires that work for the station we're programming do need to be included in the report. Sorry for the confusion.

Additionally, here is some more detailed information regarding the EEO Notice to Community Groups Requirement. The FCC requires that Station Employment Units publicize the opportunity for community groups to receive notice of all job openings, and who to contact to be added to the notice list. The notice should be placed on the station website where a community organization would be able to find it. Ideally, putting the notice on your job openings page would seem to be the best fit. If you don't have a job openings page, then putting the notice on your Contact Information page would also make sense. The notice should look something like: "If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for (INSERT STATION), please provide us with the name, mailing address, e-mail address, telephone number, and contact person and identify the category or categories of vacancies for which you would like information specified above to the following person at (INSERT STATION): (INSERT STATION REP NAME AND EMAIL)."

Please check your station websites and confirm whether they contain the verbiage above or something similar. If they do not and you need assistance in updating your station website please reach out to the Dan Chaffee of the Salem Interactive Team at dan.chaffee@saleminteractivemedia.com.

As always if you have any questions, please do not hesitate to reach out to me.

Thanks,

Tracey Kim / Corporate Counsel / Salem Media Group, Inc.
4880 Santa Rosa Road, Camarillo, CA 93012

Phone: (805) 233-3164 / Fax (805) 384 -4505 / Email: tracey.kim@salemmedia.com



-----Original Appointment-----

From: Carmen Kisner <Carmen.Kisner@SalemMedia.com>

Sent: Tuesday, April 12, 2022 4:41 PM

To: Salem HR Network

Cc: Salem General Managers

Subject: Monthly HR Network Training Call - Moved to 4/20 10:30 am PDT

When: Wednesday, April 20, 2022 10:30 AM-11:30 AM (UTC-08:00) Pacific Time (US & Canada).

Where: <https://us06web.zoom.us/j/8052333129?from=addon>

As mentioned last month, the April 2022 HR Network Training Call will be held Wednesday, April 20 at 10:30 am PDT. Tracey Kim will be doing our annual FCC EEO Training. Please share this invite with whoever at your market handles FCC EEO recruiting/reporting.

****New Media and National/Network markets are not required to attend (but of course you are welcome)****



Hi there,

Carmen Kisner is inviting you to a scheduled Zoom meeting.

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Meeting URL: <https://us06web.zoom.us/j/8052333129?from=addon>

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301 715 8592 or +1 312 626 6799 or +1 929 205 6099

Meeting ID: 805 233 3129

**EXHIBIT 2(b)(vi) –
Pending or Resolved Complaints Involving the SEU
During Current License Term Commencing
October 1, 2020**

Answer: None

EXHIBIT 2(b)(vii) –

Description of SEU's Responsibilities for Implementing EEO Policies and Informing Employees and Job Applicants of such Policies during Current License Term Commencing October 1, 2020

Responsibilities of management to ensure enforcement of Station Employment Unit's EEO policy; how the unit has informed employees and applicants of its EEO policies and program.

Responsibilities of Management

- The Salem Corporate Senior Vice President of Human Resources and the Corporate Human Resources Director are responsible for communicating with the Station Employment Unit ("SEU") to keep the SEU personnel apprised of all FCC and corporate EEO policies, and work with SEU personnel, including the General Manager, in enforcement of EEO policies and handling of any violations of those policies.
- The General Manager of the SEU, working with Salem Corporate Human Resources personnel, is responsible for ensuring that EEO policies at the SEU are enforced, and that any violation of EEO policies is responded to appropriately.
- The SEU Office Manager is responsible for distributing all EEO-related communication to all employees at the employment unit, such as current job postings or revised company policy. The Office Manager also provides EEO recruitment source information to all department managers for use in recruiting for job openings, and is responsible for distributing the Employee Handbook and Code of Ethical Conduct containing the SEU's EEO policy to all employees.
- Each department manager is responsible for oversight of EEO policies in their respective department, and is to advise the General Manager of any violations. Each department manager also is responsible for the employment outreach for recruitments within their own department. This includes review of resumes, creation of job postings and working with the Office Manager to ensure all applicants are equally considered.

Communication of EEO policies and program to current employees:

- Equal Employment Opportunity policies, procedures and job goals are discussed at periodic staff meetings within each department of the SEU. The General Manager conducts regular meetings with each of the SEU's managers. Each department manager conducts staff meetings that include their respective staff members, and communicates any relevant EEO policy and program information to them during those meetings.
- The Salem Corporate Senior Vice President of Human Resources and the Corporate Human Resources Director routinely communicate with the SEU's HR Network member (the Office Manager) to keep the SEU personnel apprised of all EEO guidelines, policies, and programs. The Office Manager then distributes all EEO-related communication to all employees at the SEU. The

Salem Corporate Human Resources Department makes available to all current HR Network members, as well as any newly hired HR Network members, a paper and electronic copy of EEO instructional training materials such as: 1) An EEO compliance presentation prepared by the Corporate Human Resources Department, and 2) A resource guide distributed by the National Association of Broadcasters entitled "Ten Steps to EEO Compliance".

- All management staff personnel company-wide are required to participate in on-line risk control training sessions provided by Gallagher-Bassett covering a variety of employment related issues including (1) Ethics in Action, and (2) Prevention of Harassment & Discrimination.
- The Salem Corporate office implemented an "Ethics Hotline" where employees may report any known or suspected EEO violations. The hotline allows employees to remain anonymous. All complaints are forwarded to the appropriate personnel in the Corporate Human Resources Department and/or the Legal Department.
- The employment unit's EEO policy is included in the Employee Handbook which is given to all new employees upon hire and was re-issued with modifications to all existing employees in July 1, 2022. This document requires a written or an electronic signed acknowledgement receipt form from the employee.
- The SEU maintains posters in areas accessible to all employees that set forth all EEO laws required to be posted under applicable state and federal law.
- All job postings with the company's EEO statement are posted on the company's intranet and Salem public website and employees are instructed to go to these sites for all available job opportunities.

Communication of EEO policies and program to Job Applicants:

- Applicants are informed in a written statement of the SEU's EEO policy when given the employment application.
- Applicants may voluntarily complete an "EEO Confidential Questionnaire" that is given out as part of the new employee orientation process.
- The EEO policy statement is prominently displayed in the SEU's lobby.
- The SEU practices broad outreach to the community by wide dissemination of information for every full-time vacancy. Job listings are sent to recruitment resources to attract candidates throughout the community. With each job listing, the company's EEO statement is included.
- The SEU includes an EEO statement on its public websites.

**EXHIBIT 2(b)(viii) –
SEU’s Efforts to Analyze its EEO Recruitment
program to ensure effectiveness and address any
problems found during current License Term
Commencing October 1, 2020**

Station Employment Unit's analysis of its EEO Recruitment Program

- All recruitment ads and on-air announcements are documented for review quarterly. Each position has an open date and an end date. The Station Employment Unit (“SEU”) must allow a reasonable amount of time to recruit to reach as many candidates within the community as possible. All paperwork is compiled and given to the Office Manager at the SEU for review and filing.
- In an effort to analyze its EEO recruitment program and address any inconsistency, each quarter the SEU's Office Manager completes an EEO Quarterly analysis form, which summarizes gender, race and ethnicity information collected from voluntary “EEO Confidential Questionnaires” given to each job applicant. The quarterly analysis is periodically reviewed by the SEU's General Manager and/or Office Manager to ensure effectiveness in the SEU's effort to achieve broad outreach to potential applicants and to address any problems found as a result of the analysis by, for example, expanding or changing by substitution the list of recruitment sources used by the SEU.
- The SEU’s Office Manager periodically reviews and analyzes recruitment initiative results to evaluate effectiveness and improve response rates.
- The Salem Corporate Human Resources Department reviews EEO information for each SEU annually, including EEO class, gender, and ethnicity of SEU employees, as part of its preparation of the Salem Corporate EEO-1 Report filed with the U.S. Equal Employment Opportunity Commission.
- The Salem Corporate Human Resources Department uses a computer system that enables that department to analyze in greater detail statistical data relating to job applicants.

EXHIBIT 2(b)(ix) –

Description of SEU’s Efforts to Periodically Analyze measures taken to examine pay, benefits, seniority practices, promotions and selection techniques and tests in order to ensure they provide equal opportunity without discriminatory effect during Current License Term Commencing October 1, 2020

Station Employment Unit’s periodic analysis to examine pay, benefits, seniority practices, promotions and selection techniques.

- The Station Employment Unit (“SEU”) analyzes pay, promotions, and its selection techniques for hiring and promotions periodically. Benefits are annually reviewed by the SEU’s parent company Salem Media Group, Inc.’s Corporate Human Resources Department’s Senior Vice President. All full-time employees are given the opportunity to enroll in the same structured benefit plan(s) offered during the company’s open enrollment period (typically November of each year).
- The SEU’s new hire pay rates are established consistent with the job qualifications and level of experience of the candidate selected. New positions are compared with that of current employees in the same or equivalent positions and a new position pay rate is set in a manner that is fair and consistent across job classifications. Typically, the General Manager and/or department manager will conduct this review and make the determination. When additional data is needed to verify accuracy, the SEU will work with the Corporate Human Resources Senior Vice President to make this analysis.
- The General Manager periodically reviews the pay rates of all SEU employees, and makes adjustments in those pay rates, including raises and promotions to employees as appropriate. As part of these reviews, the General Manager assesses the seniority practices of the SEU as they impact pay and promotion as well as the selection techniques for promotion to ensure that it is not discriminatory.
- The Office Manager periodically examines any tests or other selection techniques used for all applicants for employment for any discriminatory effect.
- The Salem Corporate Human Resources Department uses a computer system that enables that department to analyze in greater detail the pay rates of employees in various job classifications within the SEU and across different SEU’s.
- The SEU does not have any union agreements.

**EXHIBIT 2(b)(x) –
Is Licensee Religious Broadcaster?**

ANSWER: NO

EXHIBIT 3 –

Is Licensee subject to a Time Brokerage Agreement

ANSWER: NO