

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 sites 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 qmay@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

			emmaywcadet@aol.com	
15	Detroit Hispanic Development Corporation		J Phillips 1211 Trumbull St. Detroit, MI 48216 jphillips@dhd1.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 NAAHR Virtual Diversity Career Fair on May 20, 2022. At this event he spoke to attendees and acquired contact information for people who showed interest.