

EEO PUBLIC FILE REPORT

For the reporting period of 6 / 1 / 08 through 5 / 31 / 09

Prepared by: Candace Hermann, Office Manager

Licensee: Caron Broadcasting, Inc.
WHKW(AM)

Common Ground Broadcasting, Inc.
WHK(AM)

Salem Media Group, LLC
WFHM-FM, WHKZ(AM)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WHKW	14772	AM	Cleveland, OH	n/a
WFHM-FM	54778	FM	Cleveland, OH	n/a
WHKZ	57235	AM	Warren, OH	n/a
WHK	72299	AM	Cleveland, OH	n/a

A. The following is a list of all vacancies for full-time jobs filled during the reporting period:

	<u>Job Title</u>	<u>Date Open</u>	<u>Date Filled</u>
	SALES ACCOUNT EXECUTIVE	5/30/08	7/14/08
	PROMOTIONS COORDINATOR	8/13/08	9/8/08
	SALES ACCOUNT EXECUTIVE	10/1/08	12/18/08
	SALES ACCOUNT EXECUTIVE	10/1/08	12/18/08

- B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:**

Recruitment Source	Address	Contact Person	Telephone Number
NRB National Religious Broadcasters	Web posting www.nrb.org	Website	703-330-7000
OAB Ohio Association of Broadcasters	Web posting www.oab.org	Patty Gerry	866-662-5794
NAB National Association of Broadcasters	Web posting www.nab.org	Sue Dischel	800-455-5394
Sun Newspaper	5510 Cloverleaf Parkway Cleveland, OH 44125	Judy Ross	216-986-2404
Radio & Records, Inc. (magazine)	2049 Century Park East 41 st Floor Los Angeles, CA 90067	Opportunities Dept.	310-788-1621
Master Recruitment Source List	Attached	Various	Various
SCOTI (Sharing Career Opp. & Training Info)	18-3 Cuy. Employment Connect 11699 Brookpark Road Cleveland, OH 44130	Bob Taft, Governor	216-898-1366

- C. The following is a list of recruitment sources which provided the person hired for each full-time position filled during the reporting period:**

Job Title	Recruitment Source
SALES ACCOUNT EXECUTIVE	Unsolicited Resume – Walk In
PROMOTIONS COORDINATOR	Unsolicited Resume – Walk In
SALES ACCOUNT EXECUTIVE	Station Transfer
SALES ACCOUNT EXECUTIVE	Referral

- D. During the reporting period, there were a total of 11 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:**

Recruitment Source	Total No. of Interviewees
WALK-INS	5
RADIO ADS	2
INTERNET	1
REFERRAL	3
TOTAL	11

E. During the reporting period, the station employment unit engaged in the following initiatives:

1. Job Fairs:

BALDWIN-WALLACE COLLEGE – CAREER & INTERNSHIP EXPO was held at the Strosacker College Union Hall in Middleburg Hts., Ohio. The SEU's HR Manager and Program Coordinator attended the Expo, on November 6, 2008 in which they staffed a career table, handed out station media information, solicited and accepted applications, collected resumes and discussed possible employment opportunities.

2. Internship Program:

The SEU has an internship program for college students. This program is to enable the students to gain insight and experience in the media market and knowledge about future career opportunities. The college students must earn school credit for internship hours worked. During the reporting period, 1 Intern participated from the Ohio Center for Broadcasting Trade School; 2 Interns participated from John Carroll University and 1 Intern participated from Ursuline College.

3. Train Manager's in EEO and Compliance:

The Salem Corporate Director of Human Resources conducts monthly HR Network Training session via teleconference and PowerPoint presentations. During this reporting period, the office manager participated in these HR Network sessions which often included discussions about EEO compliance. The office manager routinely communicates with the General Manager and other management team members to keep all apprised of the company and station's policy on equal employment.

4. Establish a mentoring program designed to enable station personnel to acquire skills that could qualify them for higher level positions:

The employment unit has a mentoring program to provide coaching to employees new to the broadcasting industry and to instruct and equip junior level employees to look forward to positions with higher complexity of responsibilities. During this reporting period the SEU's Chief Engineer mentored the SEU's office technician by providing professional guidance, skills, and on-the-job instructions and observations on the duties and responsibilities required to qualify for a higher level Engineer position at the SEU.

Names of Respondent: Caron Broadcasting, Inc.

Common Ground Broadcasting, Inc.

Salem Media Group, LLC

Signed: _____

Typed Name: Mark Jaycox

Title: General Manager

Date: May 31, 2009

Telephone No.: (216) 901-0921 EXT. 202

<u>Name</u>	<u>Contact</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u>Phone</u>
Employment Connection	Cathy D Warren	11699 Brookpark Rd	Parma	OH	44130	216-898-6104
Grace Chapel		4676 W 130th Street	Cleveland	OH	44135	216-941-6710
Greater Cleveland Panhellenic Council		1387 East Boulevard	Cleveland	OH	44108	
Hellenic Corner		18101 Potomac Drive	Strongsville	OH	44136	
John Carroll University	Sue Sandle	20700 North Park Boulevard	University Hts.	OH	44118	216-397-4237
Kent State University	Robin Platt	PO Box 5190	Kent	OH	44242	330-672-2360
Lake Erie College	Billie Dunn	391 West Washington	Painesville	OH	44077	440-375-7506
Liberty Hill Baptist Church		8206 Euclid Avenue	Cleveland	OH	44103	
Malone College, Career Services	Phyllis Johnson	515 25th Street NW	Canton	OH	44709	330-471-8322
Marietta College		215 5th Street	Marietta	OH	45750	740-376-4645
Mark Petrovic		10987 State Road	N.Royalton	OH	44133	
Massillon Urban League		111 Tremont Ave SW	Massillon	OH	44547	
Mega Church		3170 Scranton Road	Cleveland	OH	44109	216-741-0047
Miami University	Cathy Metcalfe	241 Hoyt Hall	Oxford	OH	45056	513-529-3831
Michigan Sate University		423 South Kedzie hall	East Lansing	MI	48824	
Minority Development Center		601 Lakeside Avenue	Cleveland	OH	44115	
Mount Union College	Sharon Rich	1972 Clark Avenue	Alliance	OH	44601	330-823-2889
Mt. Vernon Nazarene College	Ardyth Stull	800 Martinsburg Road	Mt. Vernon	OH	43050	740-392-6868
NAACP		2131 Stokes Boulevard	Cleveland	OH	44106	
NAACP		Louden Court	Elyria	OH	44035	
NAACP Wilkes Village		2900 Community College Avenue	Cleveland	OH	44115	
National Association of Balck Vets		2545 Bailey Road	Cuyahoga Falls	OH	44221	330-923-9959
National Institute of Technology		4554 College Street	S. Euclid	OH	44121	216-373-5216
Notre Dame College	Katherine Kresci	737 Bolivar Road #4500	Cleveland	OH	44115	216-592-2315
NOMBC	Wyatt Brownlee	9000 Sweet Valley Drive	Valley View	OH	44125	216-447-9117
Ohio Center for Broadcasting	Gary James	Enarson Hall 154 W 12th	Columbus	OH	43210	
Ohio State University	Bettie Johnson	185 Lindley Hall	Athens	OH	45701	740-593-2909
Ohio University	Anna Bell	7100 Pettibone Rd	Chagrin Falls	OH	44023	440-543-1212
Parkside Church		12712 Kinsman Road	Cleveland	OH	44120	216-991-5315
Providence Baptist Church		4145 Lorain Avenue	Cleveland	OH	44113	216-961-2100
Spanish American Committee		19900 W. 9 Mile Road	Southfield	MI	48075	248-358-9000
SPECS Howard School of Broadcast	Kevin Scollin	7500 Cedar Avenue	Cleveland	OH	44103	
Temple Baptist Church		135 Fir Hill	Akron	OH	44306	
The Chapel		1650 Diagonal Road	Akron	OH	44320	330-864-9073
The House of the Lord	Jimmy Taylor	1801 Superior Avenue	Cleveland	OH	44115	
The Plain Dealer		P.O. Box 2042	Akron	OH	44309	
The Reporter		7771 Ridge Road	Parma	OH	44129	
Ukranian View		1621 Euclid Avenue	Cleveland	OH	44115	
United Black Fund Inc. of Greater		2930 Prospect Ave E.	Cleveland	OH	44115	216-622-0999
Urban League	Marsha Mcoakabee	35 Erie N.	Massillon	OH	44646	330-833-2804
Greater Stark County Urban League		2250 Lander Road	Pepper Pike	OH	44124	440-646-8324
Ursuline College	Geri Sullivan	4084 Lee Road	Cleveland	OH	44128	
Victorious Church of Christ		2020 East Maple Street NW	North Canton	OH	44720	330-490-7380
Walsh University		2828 SOM Center Road	Willoughby	OH	44094	440-944-1026
Willoughby Hills Friends Church	Director of Career	6941 Columbia Road	Olmsted Falls	OH	44138	
Worldview Community Church		11030 East Boulevard	Cleveland	OH	44106	
Women in Communications						

<u>Name</u>	<u>Contact</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u>Phone</u>
2nd Calvary Missionary Baptist Church		12017 Emery Avenue SW	Cleveland	OH	44135	
2nd New Hope Baptist Church	Cathy Johnson	2917 East 116th Street	Cleveland	OH	44120	216-229-2022
Akron Urban League	Employment Specialist	440 Vernon Odom Blvd	Akron	OH	44307	234-542-4154
Antioch Baptist Church	Danielle Price	8869 Cedar Avenue	Cleveland	OH	44106	216-421-8808
Arlington Church of God		539 South Arlington	Akron	OH	44306	
Ashland University	Career Develoment Center	401 College Avenue	Ashland	OH	44805	419-289-5064
Baldwin-Wallace College	Lauren Wilczynski	275 Eastland	Berea	OH	44017	440-826-2101
Bay Presbyterian Church		25415 Lake Road	Bay Village	OH	44140	440-871-3822
Black Women's Political Action Forum		12718 Iriquis	E. Cleveland	OH	44108	
Bowling Green State University		Career Placement Center	Bowling Green	OH	43403	
Brown Mackie College	Barbara Hood	1320 W. Maple Street	N. Canton	OH	44720	330-494-1214
CAAO	Connie Atkins	4415 Euclid Ave	Cleveland	OH	44103	216-774-2281
Calvary Hill Baptist Church		2171 East 103rd Street	Cleveland	OH	44106	216-791-1769
Case Western Reserve University	Tissy Simon	10900 Euclid Avenue	Cleveland	OH	44106	
Central State University		Career Service Center	Cleveland	OH	44106	
Church of God Cleveland	Roselyn Daniels	11100 Union Avenue	Wilberforce	OH	45384	
Church of the Northcoast		5125 Leavitt Road	Cleveland	OH	44105	216-341-8966
Church of the Open Door		43275 Telegraph Rd	Lorain	OH	44052	
Church on the Rise		3550 Crocker Road	Elyria	OH	44035	440-323-4644
City Of Cleve Office of Equal	Kimberly Bryant	601 Lakeside Ave 4rd Fl Rm 335	Cleveland	OH	44145	440-808-0200
Cleveland Call and Post	Glen Shumate	11800 Shaker Blvd	Cleveland	OH	44114	216-664-4151
Cleveland Job Placement	Sonia Holloway	10660 Carnegie Avenue	Cleveland	OH	44120	216-588-6700
Cleveland State University Placement	Anita Young	2344 Euclid Avenue	Cleveland	OH	44106	216-795-8700
College of Wooster	Lisa Kastor	Career Services	Cleveland	OH	44115	216-687-5534
Cornerstone		1463 Canton Road	Wooster	OH	44691	330-263-2496
Cornerstone Chapel		3939 Granger Road	Akron	OH	44312	
Cuyahoga Community College	Eileen Batts	2900 Community College	Medina	OH	44256	330-723-3334
Cuyahoga Community College Key	Bridget Weems	4250 Richmond Road	Cleveland	OH	44115	
Cuyahoga Work and Training	Justine Giannelli	1641 Payne Avenue	Highland Hts.	OH	44122	216-987-2567
Myers University Career Resource	Deborah Dalton	3921 Chester Avenue	Cleveland	OH	44114	216-432-8948
East Mt. Zion Baptist Church		9990 Euclid Avenue	Cleveland	OH	44114	
East Side News		11400 Woodland Avenue	Cleveland	OH	44106	
Emmanuel Baptist Church	Dyeatra Williams	7901 Quincy Avenue	Cleveland	OH	44104	216-437-2212
Esperanza, Inc.	Barbara Esperion	4115 Bridge Avenue	Cleveland	OH	44104	216-651-7178
Gethsemane Baptist Church		1885 East 79th Street	Cleveland	OH	44103	