

## EEO PUBLIC FILE REPORT

For the reporting period of 2/1/2010 through 1/31/2011

**This report covers the following station employment unit (SEU):**

<b>Licensee / Permittee Name</b>	<b>Call Sign and Type</b>	<b>Community of License (City, State)</b>	<b>FCC Facility ID Number</b>	<b>LMA</b>
Salem Media of New York, LLC	WMCA(AM)	New York, NY	58626	N/A
Salem Media of New York, LLC	WNYM(AM) [formerly WWDJ(AM)]	Hackensack, NJ	58635	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:

<b>Job No.</b>	<b>Job Vacancy Title</b>	<b>Recruitment Source that Referred Hired Person</b>	<b>Date Filled</b>	<b>RS's Contacted to Fill Vacancy</b>
1	Account Executive	Employee Referral	03/08/2010	1-21, 23-37, 44
2	Production Assistant	Internal Promotion	03/15/2010	1-21, 23-37, 42, 43, 47
3	Control Room Operator	Internet job posting	03/15/2010	1-21, 23-38, 40, 41-43, 47
4	Account Executive	Radio Ad	06/07/2010	1-37, 43, 44, 47
5	Account Executive	Employee Referral	06/15/2010	1-37, 43, 44, 47
6	Marketing Coordinator	Monster.Com Internet ad	09/21/2010	1-38, 40, 42, 43
7	Director of Sales	Internal promotion	10/04/2010	1-38, 42, 44, 56
8	Control Room Operator	Employee Referral	10/08/2010	1-38, 47
9	Account Executive	Non-employee referral	11/8/2010	1-37, 40
10	Control Room Operator	Employee Referral	01/10/2011	1-37, 40, 42, 47
11	Control Room Operator	Employee Referral	01/10/2011	1-37, 40, 42, 47
12	Account Executive	Employee Referral	01/31/2011	1-38, 40, 43-45

### II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There were a total of 69 people interviewed for full-time positions.

<b>RS No.</b>	<b>Recruitment Source</b>	<b>(*)</b>	<b>Address, Telephone and Contact Person of RS</b>	<b>Number of Interviewees Referred by RS</b>
* Denotes those organizations that requested notification of vacancy information				
1	National Association of Black College Broadcasters		Attn: Lo Jelks P. O. Box 3191 Atlanta, GA 30302 404-523-6136	0
2	Fordham University		Career Services 441 W. Fordham Road Bronx, NY 10458 718-817-4350	0

3	Long Island University, BK Campus		Mrs. Kisha S. Garrett 1 University Plaza Rm #S-304 Brooklyn, NY 11201 718-488-1216	0
4	Medgar Evers College		Career Management Attn: Stacie January 1150 Carroll Street Room M-2 Brooklyn, NY 11225 718-270-6055	0
5	Cedarville College	*	Attn: Jim Leightenheimer 251 N. Main St Cedarville, OH 45314	0
6	Rowan University		89.7 WGLS-FM Attn: Chris Cassio 210 Mullica Hill Road Glassboro, NJ 08028 908-295-7835	0
7	NJ State Employment Service	*	Attn: Marvin Major 60 State Street room 202 Hackensack, NJ 07601 201-329-9600 x5656	0
8	New Jersey City University	*	2039 Kennedy Blvd. Jersey City, NJ 07305	0
9	NCJW Center for Women	*	Attn: Eileen Bruck 513 West Mt. Pleasant Avenue Livingston, NJ 07039 973-994-4994	2
10	Ramapo College	*	Attn: Debra J. Stark Office of Career Services 505 Ramapo Valley Road Mahwah, NJ 07430 201-684-7221	0
11	Chinatown Manpower Project Inc.	*	48 Henry Street New York, NY 10002	0
12	National Assn. of Asian American Professionals		P. O. Box 772 New York, NY 10002	0
13	NY State Fed. of Hispanics Chamber of Commerce		2710 Broadway New York, NY 10025	0
14	Congress of Racial Equality		Attn: Diane Addison - Job Development & Placement Core 817 Broadway 3rd Floor New York, NY 10003 212-598-4000	0
15	National Urban League		Attn: Yolanda Richards 120 Wall Street New York, NY 10005 212-558-5300	0
16	NAACP		Attn: Beverly Wheeler 39 Broadway, Suite 2220 New York, NY 10006 212-344-7474x100	0
17	National Association of Black Professionals		Placement Dept 55 Lexington Ave New York, NY 10010 212-312-4670	0

18	Touro College	*	Attn: Adriana Jimenez 27-33 West 23rd Street New York, NY 10010-4202 212-463-0400 x5449	0
19	Emma L. Bowen Foundation for Minority Interests in Media		524 W. 57th Street New York, NY 10019 212-975-2545	0
20	National Coalition of 100 Black Women		Attn: Shirley Poole 1925 Adam C. Powell Blvd, Suite 1L New York, NY 10026 212-947-2196	0
21	New York Urban League Harlem location		Wendy Ramadar Janice Teague Judith Butler McPhie Thrisha Andrews 204 West 136th Street New York, NY 10030 212-926-8000	0
22	New York Urban League Bronx location		1530 East 222 <sup>nd</sup> Street Bronx, NY 10469	0
23	Spanish American Institute		Thomas S. Schwenke Dante V. Ferraro 215 West 43rd St 2 <sup>nd</sup> Floor New York, NY 10036-3913 212-840-7111	0
24	Pace University		Career Services One Pace Plaza New York, NY 10038 212-346-1610	0
25	Salvation Army		45 Central Avenue Newark, NJ 07102	0
26	LaCasa de Don Pedro	*	23 Broadway Newark, NJ 07104	0
27	Urban League of Essex County	*	Attn: Al-Nisa Davis 508 Central Avenue Newark, NJ 07107 973-624-9535 x116	0
28	Rutgers University Newark	*	Career Services Attn: Michelle S Bryan 360 Martin Luther King Boulevard Hill Hall - 112 Newark, NJ 07102 973-353-1852	0
29	Essex County College		Attn: Vanessa Jasey 303 University Ave Newark, NJ 07104 973-280-8209	0
30	Nyack College		Attn: Darlene Pinkerton 1 South Boulevard Nyack, NY 10960 845-358-1710	0
31	Fairleigh Dickinson University		Attn: Patricia Verden (Career Placement) 1000 River Road Teaneck, NJ 07666	0
32	Kean University Attn: Janice Johnston	*	Career Development and Advancement Center for	0

			Academic Success 1000 Morris Ave Union, NJ 07083 908-737-0320	
33	Howard University - John H Johnson School of Communication	*	C.B. Powell Building Attn: Carol Dudley 525 Bryant Street, NW Suite C-107 Washington, DC 20059 202-806-5806	0
34	William Paterson University	*	Sodigi Karibi-Whyte Career Development Center Main Level 300 Pompton Road Wayne, NJ 07470 973-720-3022	0
35	Westchester Hispanic Coalition, Inc.	*	46 Waller Avenue White Plains, NY 10605	0
36	Somerset Christian College		Marsha Griffin 10 College Way Zarephath, NJ 08890	0
37	US Army Reserve Employer Partnership		Robert Pignatelli 1179 <sup>th</sup> Transportation Group Fort Hamilton USAR Bldg 130 Brooklyn, NY 11252-8100	0
38	New York Market Radio Association (NYMRAD)		125 West 55 <sup>th</sup> Street, 21 <sup>st</sup> Floor New York, NY 10019 (646) 254-4493	0
39	Monster.com		Monster.Com P. O. Box 34649 Newark, NJ 07189-4649	3
40	Salem Communications <a href="http://www.salem.cc">www.salem.cc</a> job site		Attn: Audrey Pillow 4880 Santa Rosa Rd Camarillo, CA 93012 (805) 987-0400	1
41	All Access Internet ad			0
42	Star Ledger newspaper ad and Bergen Record Newspaper Ad through NJ.com		1 Star Ledger Plaza Newark, NJ 07102 (973) 392-4065	3
43	Craig's List internet ad		P. O. Box 225159 San Francisco, CA 94122-5159 (415) 566-6394	12
44	Birschbach Media Sales & Marketing dba MediaRecruiter.com		22102 E. Canyon Place Aurora, CO 80016 (303) 400-5150	1
45	CT School of Broadcasting			1
46	Indeed.com			3
<b>OTHER SOURCES OF INTERVIEWEES</b>				
<b>No.</b>	<b>Description of Other Sources</b>			<b>Number of Interviewees</b>
47	WMCA and/or WNYM radio ad			7
48	WMCA & WNYM web site			1

49	Internet (applicant not specific)	6
50	Newspaper ad (applicant not specific)	0
51	Applicant "walk in or telephone" (unsolicited)	2
52	Job Fairs	2
53	Employee Referral	16
54	Non-employee Referral	7
55	NYMRAD Internet site	2
56	<a href="http://www.facebook.com">www.facebook.com</a> web site wall post	0
<b>Total Number of Interviewees</b>		<b>69</b>

**III. OUTREACH INITIATIVES**

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

**A. Community Events to Inform Public of Broadcasting Employment Opportunities:** On 12/16/2010 and 1/18/2011 WMCA & WNYM sponsored and organized two in-studio Open House events held to inform the public about employments in broadcasting. At these events, the station employment unit (SEU) handed out a list of available jobs and accepted resumes. Additionally, the SEU conducted station tours and guests met key staff members and discussed the job opportunities available in broadcasting

**B. Management Training:** The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations, which includes review of EEO policies and compliance.

The SEU's Office Manager participates in these training sessions each month and then routinely communicates with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.