EEO PUBLIC FILE REPORT

For the reporting period of **12/1/2011** through **11/30/2012**

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
Pennsylvania Media Associates, Inc.	WEZE(AM)	Boston, MA	3594	n/a
Salem Media Group LLC	WROL(AM)	Boston, MA	9139	n/a
Pennsylvania Media Associates, Inc.	WWDJ(AM)	Boston, MA	25051	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	Production Assistant	TV and Radio Jobs	12/21/2011	1, 3 - 10
2	Operations Manager	Walk-in	12/23/2011	1, 3 - 10
3	Production Coordinator	Outside Referral	5/21/12	1, 3 - 10
4	Office Assistant	College Job Fair	5/10/12	1, 3 - 11
5	Board Operator (Radio Luz)	EE Referral	10/15/2012	1, 3 - 10
6	Account Executive (Radio Luz)	Outside Referral	10/24/2012	2 - 11

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 6 people 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	The Patriot Ledger Newspaper		15 Pacella Park Drive Randolph, MA 02368 617-786-7100	0
2	The Boston Globe		135 Morrissey Blvd. Boston, MA 02125 617-929-2000	0
3	Massachusetts Broadcaster Association		www.massbroadcasters.org	0
4	TV and Radio Jobs		www.TVandRadioJobs.com	1
5	All Access		www.Allaccess.com	0
6	Massachusetts JobQuest		www.detma.org	0
OTHER SOURCES OF INTERVIEWEES				

No.	Description of Other Sources	Number of Interviewees
7	Radio Advertisement-WEZE/WROL//WWDJ	0
8	WEZE radio website www.wezeradio.com	0
9	WROL radio website www.wrolboston.com	0
10	WWDJ radio website www.radioluzboston.com	0
11	Salem Communication Corp. - www.salem.cc	0
12	College Job Fair	1
13	EE Referral	1
14	Outside Referral	2
15	Walk-in	1
	Total Number of Interviewees	**6**

III. OUTREACH INITIATIVES

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

A. Internship Program:

The objective of this program is to provide students the opportunity to work with a major market media group. Through this experience, the student is able to learn more about careers in the broadcasting industry. The Business Manager and Operations Manager work with the students in establishing their schedule and internship work responsibilities. One student from Bethel Academy interned at the SEU from December 6, 2011 thru April 26, 2012.

B. Job Fairs:

The SEU participated in the following job fairs listed below. During this job fair, the SEU handed out information on career opportunities in broadcasting, solicited applications and collected resumes:

1. On February 23, 2012 the SEU participated in the Eastern Nazarene College's Internship & Job Fair in Quincy, MA

2. On March 27, 2012 the SEU participated in the Curry College's Career Fair in Milton, MA

3. On April 4, 2012 the SEU participated in the Bridgewater State University Annual Career Fair in Bridgewater, MA

4. On April 14, 2012 the SEU participated in the Kraft Sports Group's Career Fair in Foxboro, MA

C. Management Training:

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

D. Job Banks and Internet Programs:

The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage minorities and women to consider future employment. Available positions were posted on web sites and sent to various organizations to ensure broad and inclusive outreach. In the reporting period the following sites have been used:

All Access
Massachusetts Broadcasters Association
TV & Radio Jobs