

EO PUBLIC FILE REPORT

For the reporting period of 10/01/16 through 09/30/17

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.	WBZW (AM)	Apopka, FL	1185	No
Pennsylvania Media Associates, Inc.	WTLN (AM)	Orlando, FL	48731	No
Salem Media of Illinois, LLC	WORL (AM)	Altamonte, FL	21810	No
Pennsylvania Media Associates, Inc.	WDYZ (AM)	Orlando, FL	23442	No

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	WDYZ-AM Facebook	11/28/2016	1,3-8,10-17
2	Account Executive	Employee Referral	2/27/2017	1,3-8,10-17,17,20
3	Account Executive	WDYZ-AM Facebook	5/9/2017	1,3-8,10-17

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 13 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	City of Orlando		P.O. Box 4990, Orlando, FL 32801 407-246-2514 Peter Moloress	
2	Craig's List		www.orlando.craigslist.org	
3	Florida Metropolitan University		5421 Diplomat Circle Orlando, FL 32810 (888) 741-4271 Fanny Shadah	
4	Goodwill Industries		Job Connection Center 3911 E. Colonial Drive Orlando, FL 32803 407-872-0770	
5	The Job Partnership of Florida		75 S Ivanhoe Blvd, Orlando, FL 32802 407-872-0656	
6	NAACP		3649 Old Winter Garden Rd Orlando, FL 32805 (407) 328-7496 Placement Director	
7	The Orlando Times		4403 Vineland Rd, Suite B-5 Orlando, FL 32811 407-841-3710	

			Business Manager	
8	Central Florida Employment Council		Paulette Weir CFEC Director cfec@cfec.org 407.834.4223	4
9	Employment Agency-Randstad US		Livia G. Butek MC Staffing Manager 555 Winderley Place, Suite 127 Maitland, FL 32751	
10	Rollins College		1000 Holt Avenue Winter Park, FL 32789 407-646-2395 Career Services	
11	University of Central Florida		PO Box 160165, Orlando, FL 32816 407-823-2361 Rebecca Morales	
12	ChristianJobs.com		www.ChristianJobs.com	
13	Vocational Rehabilitation		3191 Maguire Blvd., Suite 240 Orlando, FL 32803, (407) 977-7552 George Drake	
14	Workforce One-Stop Career Center		707 Mendham Blvd., Suite 250 Orlando, FL 32825 407-531-1222 Career Services	
15	American Women in Radio & TV		1021 N Wymore. Road, Winter Park, FL 32789 407-370-5600 Placement Director	
16	Florida Association of Broadcasters		www.fab.org Email: intern@fab.org	
17	Salem Media Group, Inc. (Includes Facebook, Linked In and Twitter)		4880 Santa Rosa Rd, Camarillo, CA 93012 805-987-0400 Karen.Davenport@salemmedia.com	8
18	Inside Radio		P.O. Box 442 Littleton, NH 03561 (800) 640-8852 ads@insideradio.com	
19	Indeed.com		www.indeed.com	
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
20	Employee Referral			1
Total Number of Interviewees				13

Field Code Changed

III. OUTREACH INITIATIVES

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

A. Job Fairs

1. March 29, 2017 a station representative attended the job fair at the Central Florida Fair Exposition Park in Orlando, Florida. Participation included staffing a booth, giving out information about careers in broadcasting and information about the stations, soliciting applications, and collecting resumes.
2. September 6, 2017 a station representative attended the job fair at the Central Florida Fair Exposition Park in Orlando, Florida. Participation included staffing a booth, giving out information about careers in broadcasting and information about the stations, soliciting applications, and collecting resumes.

B. Management Training

1. The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentation, 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.
2. The SEU participates in an on-line Ethics and Harassment Training, which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. During this reporting period, one SEU employees participated in the on-line training.

C. 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 individuals to consider future employment in radio broadcasting careers. Job openings were posted in a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following websites have been used:

- Florida Association of Broadcasters
- American Women in Radio & TV