

EEO PUBLIC FILE REPORT

For the reporting period of 12/1/16 through 11/30/17

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
South Texas Broadcasting, Inc.	WNIV(AM)	Atlanta, GA	23067	No
South Texas Broadcasting, Inc.	WLTA(AM)	Alpharetta, GA	42660	No
South Texas Broadcasting, Inc.	WAFS(AM)	Atlanta, GA	72111	No
Pennsylvania Media Associates, Inc.	WGKA(AM)	Atlanta, GA	65976	No
South Texas Broadcasting, Inc.	WFSH(FM)	Athens, GA	56390	No
South Texas Broadcasting, Inc.	WDWD(AM)	Atlanta, GA	8623	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	Social Media	2/1/17	1-18
2.	Sales Coordinator	Salem Website	5/1/17	1-18
3.	Promotions Director	Salem Website	6/12/17	1-18
4.	Digital Content Manager	Internal Promotion	7/5/17	None
5.	Traffic Reporter	Social Media	8/28/17	1-18
6.	AM Promotions Manager	Internal Promotion	9/18/17	none
7.	Content Manager	Internal Promotion	9/18/17	none

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 25 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	Trinity Anglican Mission	2270 Defoor Hills Rd NW Atlanta, GA 30318 Phone: (404)367-6500	
2	Moody Alumni Association	* www.moodyalumni.org Attn: Career Services	
3	Atlanta Urban League Attn: Career Services	100 Edgewood Avenue NE Suite 600 Atlanta, GA 30303 Fax: (404)659-5326 Phone: (404)569-1150	
4	Atlanta Metropolitan State College	1630 Metropolitan Parkway Atlanta, GA 30310	

		Attn: Dorothy Williams	
5	The Atlanta Business League	931 Martin Luther King Jr. Blvd Atlanta, GA 30314 jbryson@atlantabusinessleague.org	
6	Georgia State University	https://www.myinterfase.com/gsu/employer/	
7	The King Center	449 Auburn Avenue Atlanta, GA 30312 Phone: (404)526-8960 Fax: (404)524-8901	
8	University of Georgia	Career Planning & Placement Clark Howell Hall Athens, GA 30602	
9	Latin American Association	Attn: Fernando Escalante 2665 Buford Highway NE Atlanta, GA 30324	
10	Georgia Association of Broadcasters	6 West Druid Hills Drive NE – Suite 330 Atlanta, GA 30329 Phone: (770)395-7200	
11	NAACP – Macon	290 Rogers Avenue Macon, GA 31208	
12	100 Black Men of Macon/Middle Georgia	P.O. Box 928 Macon, GA 31202	
13	Fort Valley State University	Career Services 1005 State University Drive Fort Valley, GA 31030	
14	Middle Georgia College	Allan Chastain, Dir. Career Resources 1100 Second Street Cochran, GA 31014	
15	ChristianJobs.com	4880 Santa Rosa Road Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@saalemmedia.cc	3
16	Salem Media Group Inc. Facebook.com, Twitter.com LinkedIn.com	4880 Santa Rosa Road Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@saalemmedia.com	20
17	Media Recruiter	www.mediarecruiter.com	
18	Sydney	* www.simplewithsyd.com	
OTHER SOURCES OF INTERVIEWEES			
19	Other: Applicants at prior job fairs	GAB/UGA Career Fair held 2/8/17	2
Total Number of Interviewees			25

III. OUTREACH INITIATIVES

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

A. **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 women and minorities

to consider future employment. During this reporting period, the following job banks were notified of full-time job vacancies:

- Georgia Association of Broadcasters

B. Participation in Job Fairs:

1. The SEU attended the Journalism and Mass Communication Career Day at the University of Georgia on February 8th, 2017. Positions were advertised and applications and resumes were collected.
2. The SEU participated in the August 17, 2017 Career Fair, sponsored by Hire Live. The career fair was held at the Ramada Plaza Downtown Capital. Positions were advertised and applications and resumes were collected.
3. The Georgia Association of Broadcasters sponsored the NATPE Educational Foundation's Career Day on October 7, 2017. The event was held at Georgia State University – Florence Kopleff Hall. Positions were advertised and applications and resumes were collected.
4. On November 8th, 2017 the SEU participated in The 28th Annual Career Opportunities Fair at the Cobb Galleria Centre-Atlanta. Positions were advertised and applications and resumes were collected.

C. Management Training Initiative:

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.