

EEO PUBLIC FILE REPORT

For the reporting period of 6/1/2015 through 5/31/2016

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
Salem Media of Ohio, Inc.	WRFD (AM)	Columbus/Worthington, Ohio	58630	N/A
Salem Media of Ohio, Inc.	WTOH (FM)	Upper Arlington, Ohio	73972	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	Office Manager	Careers.salem.cc	7/15/2015	1-12
2	Administrative Assistant	Indeed.com	10/1/2015	1-8, 18, 20
3	Integrated Media Sales Consultant	Internal Referral	11/23/2015	1-20
4	Local Sales Manager	Indeed.com	3/14/2016	1-4, 8

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 26 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address Telephone Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	Columbus State Community College		550 East Spring St Nester Hall 108 Columbus, OH 43215 614-287-2782 careerservices@cscc.edu CSCC Career Site	0
2	Central Ohio Consortium JobLine (Includes: Capital University; Ohio Wesleyan University; Urbana University; Otterbein University; Wittenberg University; Ohio Dominican University)		https://www.myinterfase.com/ ohiojobline/employer/ careers@owu.edu nchristian@urbana.edu career@otterbein.edu	0
3	Cedarville University		251 N Main St Cedarville, OH 45314 937-766-7876 Kelly Willetts, career@cedarville.edu	0

RS No.	Recruitment Source	(*)	Address Telephone Contact Person of RS	Number of Interviewees Referred by RS
4	The Ohio State University Alumni Site Career Site Fisher College of Business		https://www.myinterfase.com/osualumniconsortium/employer/home.aspx https://careers-osu-csm.symplicity.com/employers/ https://www.myinterfase.com/osu-fisher/employer/	0
5	Central State University		Career Services Center PO Box 1004 Wilberforce, OH 45384 careerservices@centralstate.edu	0
6	Franklin University		201 South Grant Ave Columbus, OH 43215 614-947-6799 Holly McFarland holly.mcfarland@franklin.edu	0
7	Ohio Center for Broadcasting		5330 E Main St Suite 200 Columbus, OH 43213 614-655-5250 James Minter jminter@beonair.com	0
8	Christianjobs.com		Karen Davenport Salem Media Group, Inc. 805-389-7785 karen.davenport@salemmedia.com	1
9	OhioMeansJobs.com		OhioMeansJobs.com	0
10	Ohio State University Office of Diversity & Inclusion		Hale Hall 154 W. 12th Ave. Columbus, Ohio 43210 614-292-0964 odi@osu.edu	0
11	Columbus Urban League		788 Mount Vernon Avenue Columbus, OH 43203 info@cul.org 614-257-6300	0
12	Indeed.com		Indeed.com	13
13	College Central (Mount Vernon Nazarene College)		https://www.collegecentral.com/mvnu	0
14	Ohio Association of Broadcasters (OAB)		http://members.oab.org/organizations	0
15	Zip Recruiter		www.ziprecruiter.com	0
16	Ohio Latino Affairs Commission		http://ochla.ohio.gov/AboutUs/JobOpportunities.aspx	0
17	Craigslist		www.craigslist.org	0

RS No.	Recruitment Source	(*)	Address Telephone Contact Person of RS	Number of Interviewees Referred by RS
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
18	Salem Media Group www.careers.salem.cc			4
19	Station Websites www.wrfd.com www.989theanswer.com			0
20	On-Air Radio Ad AM 880 98.9FM			3
21	Internal Referrals			3
22	Allaccess.com			1
23	Other			1
Total Number of Interviewees				26

III. OUTREACH INITIATIVES

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

A. Job Fairs

The SEU attended two career fairs during this reporting period. Information on job vacancies and opportunities was available. Several resumes were accepted from interested applicants.

1. Cedarville University Career Fair – 10/07/2015 – Office Manager was present for this career fair, sharing information about opportunities available at the SEU and in the broadcast industry.
2. Wilberforce University Career Fair – 11/06/2015 – Office Manager was present for this career fair, sharing information about opportunities available at the SEU and in the broadcast industry.
3. Amigos Latinos Career Fair at Wright State University – 11/10/2015 – Office Manager was present for this career fair, sharing information about opportunities available at the SEU and in the broadcast industry.

B. EEO Training for Management Level Personnel

Salem's Director of Human Resources conducts monthly HR Network Training sessions via webinar and PowerPoint presentations which includes review of EEO policies and compliance. Salem Media of Ohio's Office Manager participates and then communicates with the General Manager and other management team members to keep all employees apprised of the company's policy on equal employment.

In addition, the General Manager, Digital Director, and Operations Director participated in harassment awareness/education training.

C. Training Program to Qualify for Higher Level Positions

The General Manager provides weekly Leadership and Mentoring meetings through assigned reading followed by group discussion and application of materials. In addition to leadership and management training, other subjects include recruiting, executing EEO best practices and various employment issues. During the reporting period, three employees participated in this management training program.

D. Participate in Events Related to Broadcasting Career Opportunities Sponsored by Educational Institutions

On February 22, 2016, the SEU's General Manager and an Account Executive hosted and participated in a Broadcast Career Workshop sponsored by Cedarville University. This hour-long workshop focused on the basics of radio and advertising, exposing opportunities and ideas for future broadcast careers to college students. The students were able to ask questions and hear about some of the key roles in broadcasting.