

EEO PUBLIC FILE REPORT

For the reporting period of 6/1/2016 through 5/31/2017

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:

There were no full-time vacancies filled/hired during this reporting period.

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 8 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	All Access		allaccess.com	0
2	Cedarville University		251 N Main St Cedarville, OH 45314 937-766-7876 Jenny Czerniak career@cedarville.edu	0
3	Central Ohio Consortium JobLine <i>Includes: Capital University; Mount Vernon Nazarene University; Ohio Dominican University; Ohio Wesleyan University; Otterbein University; Urbana University; Wittenberg University</i>		https://www.myinterfase.com/ohiojobline/employer/ Capital University , Jan Rich: 614-236-6606 Mount Vernon Nazarene University , Gary Swisher: 740-397-9000 x4618 Ohio Dominican University , Blair McClain: 614-251-4733 Ohio Wesleyan University , Nancy Westfield: 740-368-3152 Otterbein University , Ryan Brechbill: 614-823-1456 Urbana University , Nick Christian: 937-772-9284 Wittenberg University , Wendy Smiseck: 937-327-7521	0

RS No.	Recruitment Source	(*)	Address Telephone Contact Person of RS	Number of Interviewees Referred by RS
4	Central Ohio Technical College		www.collegecentral.com/cotc 1179 University Drive Newark, OH 43055 (740) 366-9453	0
5	Central State University		Career Services Center PO Box 1004 Wilberforce, OH 45384 careerservices@centralstate.edu	0
6	Christianjobs.com		Karen Davenport Salem Media Group, Inc. 805-389-7785 karen.davenport@salemmedia.com	1
7	Columbus State Community College		https://csc- csm.symplicity.com/employers/ 550 East Spring St Nester Hall 108 Columbus, OH 43215 614-287-2782 careerservices@csc.edu	0
8	Columbus Urban League		788 Mount Vernon Avenue Columbus, OH 43203 info@cul.org 614-257-6300	0
9	Franklin University		http://www.cbemployer.com/employer/f ranklin/ 201 South Grant Ave Columbus, OH 43215 614-947-6799 Holly McFarland holly.mcfarland@franklin.edu	0
10	Indeed.com		Indeed.com	5
11	National Religious Broadcasters (NRB)		www.Nrb.org	0
12	Ohio Association of Broadcasters (OAB)		http://members.oab.org/organizations	0
13	Ohio Center for Broadcasting		5330 E Main St Suite 200 Columbus, OH 43213 614-655-5250 James Minter jminter@beonair.com	0
14	Ohio Christian University		https://ohiochristian- csm.symplicity.com/employers/ 1476 Lancaster Pike Circleville, Ohio 43113 877-762-8669	0
15	Ohio Latino Affairs Commission		http://ochla.ohio.gov/AboutUs/JobOpp ortunities.aspx	0

RS No.	Recruitment Source	(*)	Address Telephone Contact Person of RS	Number of Interviewees Referred by RS
16	Ohio Wesleyan University		https://www.myinterfase.com/owu/employer/ 61 S. Sandusky St. Delaware, OH 43015 800-922-8953	0
17	Radio Ink		www.radioink.com	0
18	The Ohio State University Alumni Site Career Site Fisher College of Business Office of Diversity & Inclusion		https://www.myinterfase.com/osualumniconsortium/employer/home.aspx https://careers-osu-csm.symplicity.com/employers/ https://www.myinterfase.com/osu-fisher/employer/ Hale Hall 154 W. 12th Ave. Columbus, Ohio 43210 614-292-0964 odi@osu.edu	0
19	Salem Media Group, Inc. (Includes, Twitter, Linked In & Facebook)		Karen.davenport@salemmedia.com 4880 Santa Rosa Rd Camarillo, CA 93012	0
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
20	Referral – Salem Nashville			1
Total Number of Interviewees				7

III. OUTREACH INITIATIVES

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

A. Job Fairs

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

1. Ohio Wesleyan University Career & Grad School Fair – 09/21/2016 – Office Manager was present for this career fair, sharing information about opportunities available at the SEU and in the broadcast industry, as well as providing information about opportunities across Salem Media Group.
2. Cedarville University Fall Career Fair – 10/05/2016 – Office Manager was present for this career fair, sharing information about opportunities available at the SEU and in the broadcast industry, as well as providing information about opportunities across Salem Media Group.
3. Ashland University Career Fair – 10/12/2016 – Office Manager was present for this career fair, sharing information about opportunities available at the SEU and in the broadcast industry, as well as providing information about opportunities across Salem Media Group. Colleges represented: Ashland University, Ashland Theological Seminary, and Mount Vernon Nazarene University.
4. Collegiate Career Fair – 10/21/2016 – Office Manager was present for this career fair, sharing information about opportunities available at the SEU and in the broadcast industry, as well as providing information about opportunities across Salem Media Group. Colleges represented: Capital University, Ohio Dominican University, and Otterbein University.
5. Ohio Department of Administrative Services Ohio Business and Career Expo – 05/17/2017– Office Manager was present for this career fair, sharing information about opportunities available at the SEU and in the broadcast industry. Sponsored by the Ohio DAS, Columbus Regional Airport Authority, and Ohio Department of Transportation Division of Opportunity, Diversity, and Inclusion.

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.

C. Training Program to Qualify for Higher Level Positions

The General Manager provides monthly 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. 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:

- National Religious Broadcasters (NRB)
- Ohio Association of Broadcasters (OAB)
- Ohio Center for Broadcasting