

## EEO PUBLIC FILE REPORT

For the reporting period of 6/1/2017 through 5/31/2018

**This report covers the following station employment unit (SEU):**

| Licensee/Permittee Name   | Call Sign and Type | Community of License<br>(City, State) | FCC Facility<br>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<br>Referred Hired Person | Date Filled | RS’s Contacted to Fill<br>Vacancy |
|---------|--------------------------------------|--|-------------|-----------------------------------|
| 1       | Multimedia Advertising<br>Consultant | Referral   | 8/14/17     | 1-3, 6-7                          |
| 2       | General Manager                      | Referral   | 5/3/18      | 4-5, 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 13 people interviewed for full-time positions.

| RS<br>No.  | Recruitment<br>Source   | (*) | Address<br>Telephone<br>Contact Person<br>of RS  | Number of<br>Interviewees<br>Referred by RS |
|--|---|-----|--|---|
| * Denotes those organizations that requested notification of vacancy information |   |     |  |   |
| 1  | Christianjobs.com   |     | Karen Davenport<br>Salem Media Group, Inc.<br>805-389-7785<br>karen.davenport@salemmedia.com | 0   |
| 2  | Handshake<br><i>Baldwin Wallace University</i><br><i>Case Western Reserve University</i><br><i>Cedarville University</i><br><i>Miami University</i><br><i>Oberlin College</i><br><i>Ohio Wesleyan University</i><br><i>The University of Akron</i><br><i>University of Dayton</i><br><i>Walsh University</i><br><i>Wilberforce University</i><br><i>Wright State University</i><br><i>Youngstown State University</i> |     | <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                  | 0   |
| 3  | Indeed.com  |     | Indeed.com   | 2   |
| 4  | LinkedIn  |     | <a href="http://www.Linkedin.com">www.Linkedin.com</a>                                       | 4   |
| 5  | MediaRecruiter  |     | <a href="http://www.MediaRecruiter.com">www.MediaRecruiter.com</a>                           | 0   |

| RS No.                               | Recruitment Source   | (*) | Address<br>Telephone<br>Contact Person<br>of RS   | Number of Interviewees Referred by RS |
|--------------------------------------|--|-----|---|---------------------------------------|
| 6                                    | Nelson Katz  | *   | 8548 Juniper Drive<br>Lewis Center, OH 43035<br><a href="mailto:nelson0535@gmail.com">nelson0535@gmail.com</a><br>740-815-4177 (Cell) | 0                                     |
| 7                                    | Salem Media Group, Inc.<br>(Includes, Twitter, Linked In & Facebook) |     | Karen.davenport@salemmedia.com<br>4880 Santa Rosa Rd<br>Camarillo, CA 93012   | 1                                     |
| 8                                    | ZipRecruiter   |     | <a href="http://www.ZipRecruiter.com">www.ZipRecruiter.com</a>  | 0                                     |
| <b>OTHER SOURCES OF INTERVIEWEES</b> |  |     |   |                                       |
| No.                                  | Description of Other Sources   |     |   | Number of Interviewees                |
| 9                                    | Internal Referral  |     |   | 1                                     |
| 10                                   | Internal Referral – Previous Employee                                |     |   | 1                                     |
| 11                                   | Internal Referral – Salem Atlanta                                    |     |   | 1                                     |
| 12                                   | Internal Referral – Salem Columbus                                   |     |   | 1                                     |
| 13                                   | Internal Referral – Salem Texas                                      |     |   | 1                                     |
| 14                                   | Internal Referral – SMR  |     |   | 1                                     |
| <b>Total Number of Interviewees</b>  |  |     |   | <b>13</b>                             |

### III. OUTREACH INITIATIVES

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

#### A. Job Fairs

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

1. Cedarville University Fall Career Fair – 09/27/2017 – General Manager and Account Executive were 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 Spring Career Fair – 02/21/2018 – General Manager, Account Executive, and Office Manager were 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.

#### 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.