

EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2017 through September 30, 2018

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 Communications Holding Corporation | WTBN (AM) | Pinellas Park, FL | 51985 | No |
| Salem Communications Holding Corporation | WTWD (AM) | Plant City, FL | 26145 | No |
| Salem Communications Holding Corporation | WGUL (AM) | Dunedin, FL | 1177 | No |
| Salem Communications Holding Corporation | WLCC (AM) | Brandon, FL | 71212 | No |
| Salem Communications Holding Corporation | WWMI (AM) | St. Petersburg, FL | 11954 | 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 to Fill Vacancy |
|---------|------------------------------------|---|-------------|--------------------------------|
| 1 | Tampa Advertising Sales Consultant | Referral | 04-11-18 | 1-4, 6-7, 11-16, 19-20, 25 |
| 2 | Director of Marketing & Promotions | All Access | 08-06-18 | 1-4, 6-7, 12-14, 16, 19-20, 25 |

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 10 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 | Exciting Idlewild Baptist Church | | Jobs Support Group Director iWork Group P.O. Box 44 Tampa, FL 33548 Contact: Suzanne Green sgreen@idlewild.org | 0 |
| 2 | In Between Jobs Support Group | | Bnpsaxon@tampabay.rr.com Contact: Bob Saxon | 0 |
| 3 | St. Paul Catholic Job Support Group | | jnkissane@stpaulchurch.com Contact: Jim Kissane | 0 |
| 4 | Connecticut School of Broadcasting | | Shayna King 3901 Coconut Palm Drive. #105 Tampa, FL 33619 813-740-0990 sking@gocsb.com | 0 |
| 5 | Southeastern University | | Jackie Small Career Services 1000 Longfellow Boulevard Lakeland, FL 88301 863-667-5157 | 0 |

| | | | | |
|----|--------------------------------|--|--|---|
| 6 | Family First | | 5211 W. Laurel Street Suite 102 Tampa, FL 33607 marlene@familyfirst.net Contact: Marlene Nikolich | 0 |
| 7 | Trinity College | | Dean of Student Development 2430 Welbilt Blvd. Trinity, FL 34655 727-376-6911 Contact: Professor Al Depopoutot adepoutot@trinitycollege.edu | 0 |
| 8 | University of South Florida | | Job Line Coordinator 4202 E. Fowler Avenue Tampa, FL 33629 813-974-2171 813-974-0998 kroche@admin.usf.edu www.career.usf.edu Contact: Kathi Roche | 0 |
| 9 | University of Tampa | | Office of Career Services 401 W. Kennedy Blvd. Tampa, FL 33606 813-253-3333 813-258-7455 Dnapoli@ut.edu Contact: Donna Napoli | 0 |
| 10 | Hillsborough Community College | | Dale Mabry Campus Job Placement Manager P.O. Box 3030 Tampa, FL 33630 813-253-7275 813-259-6047 Contact: Laurie Ragsdale | 0 |
| 11 | Hillsborough Community College | | Radio-TV Program Manager 2112 N. 15 th St. YPST-134 Tampa, FL 33605 813-253-7282 813-253-7973 Contact: Ed Ericsson | 0 |

| | | | | |
|----|--|--|---|---|
| 12 | Florida College | | Alumni Office 119 N. Glen Arven Ave. Temple Terrace, FL 33617 813-988-5131 x195 Cell: 813-422-0801 Contact: Adam Olson advisingoffice@floridacollege.edu alumnirelations@floridacollee.edu aolson@floridacollege.edu | 0 |
| 13 | Frederick Communications & Consulting, LLC | | Al Frederick Frederick.communications@gmail.com | 0 |
| 14 | Florida Association of Broadcasters | | intern@fab.org www.fab.org | 0 |

| | | | |
|----|---|---|---|
| 15 | Sandler Training | 3030 N. Rocky Point Dr. West Ste.100 Tampa, FL 33607 Contact: Jim Marshall | 0 |
| 16 | Pinellas County Urban League | 33 31 st Street North St. Petersburg, FL 33713 727-327-2081 x112 727-327-1672 Contact: Regina Knight rknight@pcul.org www.pcul.org | 0 |
| 17 | LinkedIn | www.linkedin.com | 0 |
| 18 | Craigslist | www.tampa.craigslist.org | 0 |
| 19 | All Access | www.allaccess.com | 1 |
| 20 | Christian Chamber of Commerce | Contact: Laurie Hill info@c3tb.org | 0 |
| 21 | Christian Radio Jobs | www.hisair.net jobs@hisair.net | 0 |
| 22 | Media Staffing Network | www.mediastaffingnetwork.com | 0 |
| 23 | Inside Radio | www.insideradio.com | 0 |
| 24 | ChristianJobs.com | Contact: Karen Davenport karen.davenport@salemmedia.com | 0 |
| 25 | Salem Media Group, Inc (Includes Twitter and Facebook) | 4880 Santa Rosa Rd. Camarillo, CA 93012 805-987-0400 Contact: Karen Davenport karen.davenport@salemmedia.com | 3 |

OTHER SOURCES OF INTERVIEWEES

| No. | Description of Other Sources | Number of Interviewees |
|-------------------------------------|------------------------------|------------------------|
| 26 | SEU Web Advertisements | 0 |
| 27 | Referrals | 1 |
| 28 | Radio Advertisements | 0 |
| 29 | Unsolicited | 2 |
| 30 | Internal Station Posting | 1 |
| 31 | Employee Referral | 0 |
| 32 | Glassdoor | 2 |
| Total Number of Interviewees | | 10 |

III. **OUTREACH INITIATIVES**

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

A. **Management Training:**

1. 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 and Business Manager participate in these training sessions each month and then routinely communicate 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.

B. **Job Fairs:**

1. SEU's Office Manager and Director of Radio Luz participated in the Ana G. Mendez bilingual job fair on October 19, 2017. At the event, job opportunities available at the SEU were discussed. Job information was distributed and resumes were collected.
2. SEU's Office Manager participated in the Career Showcase job fair on December 11, 2017. At the event, job opportunities available at the SEU were discussed. Job information was distributed and resumes were collected.
3. SEU's Office Manager participated in the Career Showcase job fair on August 30, 2018. At the event, job opportunities available at the SEU were discussed. Job information was distributed and resumes were collected.

C. **Job Banks and Internet Programs:**

The employment unit 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 in broadcasting. In addition, all job opening have been posted on websites to ensure broad internet recruitment. During this reporting period the following job banks have been used:

All Access
Florida Association of Broadcasters