

EEO PUBLIC FILE REPORT

For the reporting period of August 1, 2017 through July 31, 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	WGTK - FM	Greenville, SC	73296	NO
Salem Communications Holding Corporation	WRTH - FM	Greer, SC	73241	NO
Salem Communications Holding Corporation	WLTE - FM	Pendleton, SC	170949	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	Employee Referral	08/07/2017	1-19
2	Account Executive	Employee Referral	01/04/2018	1-19
3	Sales Asst/Graphic Designer	Employee Referral	06/25/2018	1-19
4	Sales Asst/Graphic Designer	Indeed.com	07/09/2018	1-19

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	North Greenville University College of Communications	*	7801 N Tigerville Rd PO Box 1892 Tigerville, SC 29688-1892 (864) 977-7263	0
2	All Access.Com		All Access Music Group Allaccess.com 28955 Pacific Coast Highway (310) 457-6616 Perry Simon	0
3	South Carolina Broadcasters Association	*	2711 Middleburg Dr., Suite 201 Columbia, SC 29204-2486 (803) 732-1186	0
4	Salem Media Group, Inc.(Includes Facebook, LinkedIn, and Twitter)		4880 Santa Rosa Rd Camarillo, CA 93012 Karen.Davenport@salemmedia.com Karen Davenport	2
5	Black College Radio Online		117 Vine St SW Atlanta, GA 30314	0

			(404) 523-6136 Lo Jelks	
6	North Greenville University		7801 North Tigerville Road Tigerville, SC 29688 (864) 977-7000 Linwood Hagin lahagin@ngu.edu	0
7	The Association of Women in Communications, Inc.		3337 Duke Street Alexandria, VA 22314 (703) 370-7436	0
8	Bob Jones University	*	1700 Wade Hampton Boulevard Greenville, SC 29614 (864) 242-6240 Heidi Campbell	0
9	Erskine College		PO Box 338 Due West, SC 29639 Attn: Communications Dept	0
10	Minority Media and Telecommunications		3636 16 th St NW, Suite B-366 Washington, DC 20010 (202) 332-0500 info@mmtconline.org	0
11	University of South Carolina School of Journalism and Mass Communications	*	600 Assembly Street Columbia, SC 29201 (803) 777-4105 Beverly Dominick bdominick@sc.edu	0
12	National Alliance of Media Arts and Culture		145 9th Street, Suite 230 San Francisco, CA 94103 (415) 431-1391	0
13	Urban League of the Upstate		15 Regency Hill Drive Greenville, SC 29607 urbanleagueupstate.org (864)244-3862	0
14	Millie Lewis Agency - Greenville		1228 S Pleasantburg Drive Greenville, SC 29605 (864) 299-1101 Barbara Corell Barbara@millielewisgreenville.com	0
15	Find Great People		15 Brendan Way, Suite 140 Greenville, SC 29615 (864) 297-000 info@fgp.com	0
16	Christianjobs.com		4880 Santa Rosa Rd Camarillo, CA 93012 Karen.Davenport@salemmedia.com Karen Davenport	0
17	Converse College		580 E Main St Spartanburg, SC 29302 Witney Fisher	0
18	Craig's List		Craigslist.com	0
19	Indeed		Indeed.com	1

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
20	WGTK-FM, WRTH-FM, and Rejoice 96.9 On-Air Announcements	2
21	Employee Referral	5
TOTAL		10

III. OUTREACH INITIATIVES

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

A. Management Training

- (i) The SEU participates in an on-line Ethics and Harassment Training, which is an ongoing program for all managers, to train them in methods of ensuring equal opportunity and preventing discrimination. During this reporting period, five SEU employees participated in the on-line training.
- (ii) 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 Station Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

B. Job Fairs

During the reporting period, the SEU attended one Job Fair. The SEU hosted a booth and distributed information about career opportunities in broadcasting and job vacancies at the SEU. Additionally, interested parties were given job descriptions, instruction for submitting application on the Salemmedia.com website, and allowed to submit their resumes for positions of interest.

- (i) North Greenville University Career Fair, April 16, 2018.

During the reporting period, the SEU hosted a Job Fair. The date and time was aired on all three stations in the SEU for ten days prior to the Job Fair. All interested parties who responded were interviewed by one of four staff members from management, given job descriptions, and instruction for submitting application on the Salemmedia.com website.

- (ii) Salem Media Group Job Fair, July 12, 2018.

C. Job Banks and Internet Programs

During the reporting period, the SEU posted job vacancy information on the following websites in order to provide general information about opportunities in broadcasting and to encourage individuals to consider future employment in broadcasting.

- (i) South Carolina Broadcasters Association
- (ii) Black College Radio Online
- (iii) The Association of Women in Communications, Inc.
- (iv) Minority Media and Telecommunication
- (v) National Alliance of Media Arts and Culture

D. Internship Program

The object of our intern program is to provide students with an opportunity to work in an authentic broadcast environment. Our goal is to provide an opportunity to learn more about the broadcast industry via firsthand experience. One student from Bob Jones University interned with WGTK-FM from August 2017 – May 2018. The student worked closely with the Station Manager and the Production Staff in establishing the internship responsibilities. These responsibilities included working with the Station Manager to review the overall operations to review the overall operational functioning of the station. The intern also worked extensively with the SEU's Production Director on the day today production duties of the SEU.