

EEO PUBLIC FILE REPORT

For the reporting period of **April 1, 2015** through **March 31, 2016**.

This report covers the following station employment units (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Salem Media of Illinois, LLC	KKHT-FM	Lumberton, TX	57801	N/A
South Texas Broadcasting, Inc	KNTH(AM)	Houston, TX	61174	N/A
South Texas Broadcasting, Inc	KTEK(AM)	Alvin, TX	10827	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	Traffic Director	Burnett Staffing	5/4/15	1-24
2	Receptionist (for Winnie studios)	Employee Referral	6/1/15	1-24
3	Sales-Account Executive	Media Recruiter.com	7/6/15	1-24
4	Sales-Account Executive	Indeed.com	12/7/15	1-24
5	Production Assistant	Employee Referral	2/1/16	1-24

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 9 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	Burnett Staffing		9800 Richmond Avenue Suite #800 Houston, TX 77042 713-766-5155 Contact: Leana Kelly LeanaK@BurnettSpecialists.com	1
2	MediaRecruiter.com		9457 So. University Blvd Suite #303 Highlands Ranch, CO 80126 303-400-5150 Contact: Sue Arno Sue@MediaRecruiter.com	1

3	Indeed.com		6433 Champion Grandview Way Building 1 Austin, TX 78750 512-583-7729 ext 24052 Contact: Tara Lambropoulos taral@indeed.com	1
4	Alvin Community College		3110 Mustang Road Alvin, TX 77511 281-756-3500 Contact: lwindor@alvincollege.edu	1
5	American Women in Radio & Television, Inc.		8405 Greensboro Dr. McLean, VA 22102 Contact: info@awrt.org	0
6	Association For Women In Communications		3337 Duke St. Alexandria, VA 22314 703-370-7436 Contact: onfo@womcom.org	0
7	Chinese Community Center		5855 Sovereign Dr. Suite #92 Houston, TX 77036 713-271-6100 Contact: Josephine Eng	0
8	ChristianJobs.com		4880 Santa Rosa Rd. Camarillo, CA 93012 Contact: Karen.davenport@salemmedia.com	0
9	Houston Area Urban League		1301 Texas Avenue Houston, TX 77002 Contact: Eric Goodie ericg@haul.org	0
10	Houston Baptist University		7502 Fondren Rd. Houston, TX 77074-3298 Contact: Ann Reynolds areynolds@hbu.edu	0
11	Houston Community College		5601 West Loop South Suite #114 Houston, TX 77081 713-718-7718 Contact: Shameka Reed	0
12	International Women's Media Foundation		1625 K Street NW Suite #1275 Washington, DC 20006 Contact: Lisa Gross info@iwmf.org	0

13	Linked-In		www.linkedin.com	0
14	National Association of Broadcasters (NAB)		1771 N Street NW Washington, DC 20036 Contact: R. Sultana www.nab.org	0
15	Salem Media Group, Inc.		4880 Santa Rosa Rd. Camarillo, CA 93012 805-987-0400 Contact: Karen Davenport Karen.davenport@salemmedia.com	0
16	Texas Association of Broadcasters (TAB)		502 E.11 th St. Austin, TX 78701 Contact: Craig Bean craig@tab.org	2
17	Texas Southern University		3100 Cleburn St. Houston, TX 77004 713-313-6861	0
18	Texas Workforce Commission		8373 Westheimer Houston, TX 77063 713-953-9211 ext 2950 Contact: Nicholas Albano	0
19	University of Houston		613 Agnes Arnold Hall Houston, TX 77204-3000 713-743-3298 Contact: Cornelius Johnson	0
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
20	KNTH Website – www.1070knth.com			0
21	Radio Ad – KKHT (FM)			0
22	Radio Ad – KNTH (AM)			0
23	Employee Referral			2
24	Unsolicited Resume			1
Total Number of Interviewees				9

III. **OUTREACH INITIATIVES**

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

A. **Management Training:**

The Salem Director of Human Resources provided monthly HR Network Training information via teleconference and PowerPoint presentations, which include review of EEO policies and compliance. The SEU's Business Manager/HR Manager participates in these training sessions every month and routinely communicates 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. **Training Program to Qualify for Higher-Level Positions:**

Advancement Training: The SEU has implemented a program to train part and full time employees in the skill sets necessary for career advancement at Salem Media Group. The objectives of the program are to enhance the skills of individuals interested in pursuing radio broadcast careers, to improve job performance and to prepare personnel for management roles within the employment unit and throughout the Company. The program is designed to promote diversity, and to increase minority and female representation in key decision-making positions. The program is open to qualified applicants in a manner consistent with the FCC's Equal Opportunity rules. Currently, the Production Assistant, Sales/Promotions Assistant and the Weekend Production Director are participating in this program.

C. **Job Fairs:**

1. The SEUs participated in the Houston Community College 2015 Career Fair on October 14, 2015, at the West Loop Campus of Houston Community College. Attendees were informed of job opportunities available at the SEU. Employment applications and resumes were collected.
2. The SEUs participated in the Houston Baptist University Spring Career Fair on February 11, 2016. Attendees were informed of job opportunities available at the SEU. Employment applications and resumes were collected.

D. 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 openings have been posted on websites to ensure broad internet recruitment. During this reporting period the following job banks have been used:

Texas Association of Broadcasters
American Women in Radio and Television
Association for Women in Communications
National Association of Broadcasters
International Women's Media Foundation