

## **EEO PUBLIC FILE REPORT**

For the reporting period of 04/01/2015 through 03/31/2016

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

| <b>Licensee / Permittee Name</b> | <b>Call Sign and Type</b> | <b>Community of License (City, State)</b> | <b>FCC Facility ID Number</b> | <b>LMA</b> |
|----------------------------------|---------------------------|---|-------------------------------|------------|
| South Texas Broadcasting, Inc.   | KLUP (AM)                 | Terrell Hills, Texas                      | 34975                         | N/A        |
| Salem Media of Texas, Inc.       | KSLR (AM)                 | San Antonio, Texas                        | 58634                         | N/A        |
| South Texas Broadcasting, Inc.   | KRDY(AM)                  | San Antonio, Texas                        | 26310                         | 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:**

| <b>Job No.</b> | <b>Job Vacancy Title</b>         | <b>Recruitment Source that Referred Hired Person</b> | <b>Date Filled</b> | <b>RS's Contacted to Fill Vacancy</b> |
|----------------|----------------------------------|--|--------------------|---------------------------------------|
| 1.             | Board Operator Part Time         | SAN ANTONIO COLLEGE                                  | 9/23/2015          | 1-38                                  |
| 2.             | Board Operator – KRDY            | SAN ANTONIO COLLEGE                                  | 9/23/2015          | 1-38                                  |
| 3.             | Operations Director              | TEXAS ASSOCIATION OF BROADCASTERS                    | 12/21/2015         | 1-38                                  |
| 4.             | Receptionist/Traffic Coordinator | EMPLOYEE REFERRAL                                    | 6/1/2015           | 1-38                                  |
| 5.             | Digital Content Coordinator      | INDEED.COM   | 6/1/2015           | 1-38                                  |
| 6.             | Business Manager                 | INTERNAL PROMOTION                                   | 6/1/2015           | 1-38                                  |
| 7.             | On Call Promotions/Board Op      | EMPLOYEE REFERRAL                                    | 9/8/2015           | 1-38                                  |
| 8.             | On Call Promotions/Board Op      | TEXAS ASSOCIATION OF BORADCASTERS                    | 6/2/2015           | 1-38                                  |
| 9..            | On Call Promotions/Board Op      | EMPLOYEE REFERRAL                                    | 7/14/2015          | 1-38                                  |

### **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 49 people interviewed for full-time positions.**

| <b>RS No.</b>  | <b>Recruitment Source</b>         | <b>(*)</b> | <b>Address, Telephone and Contact Person of RS</b>   | <b>Number of Interviewees Referred by RS</b> |
|--|-----------------------------------|------------|--|--|
| * Denotes those organizations that requested notification of vacancy information |                                   |            |  |  |
| 1  | Texas Association of Broadcasters | *          | 52 E. 11 <sup>th</sup> Street, Suite 200<br>Austin, TX 78701<br>(512) 322-9944<br>Attn: Craig Bean | 2  |

|    |   |   |  |   |
|----|---|---|--|---|
| 2  | Career Builder  |   | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>   | 0 |
| 3  | National Association of Hispanic Journalists            |   | 1000 National Press Bldg<br>Washington, DC 20045<br>Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>  | 1 |
| 4  | Christian Jobs.com                                      |   | 111 Virginia Street, #500<br>Richmond, VA 22219<br>(805) 987-0400<br>Attention: Karen Davenport<br>Email: Karen.davenport@salem.cc                                     | 3 |
| 5  | Alamo City Chamber of Commerce                          | * | 504 S. Alamo Street<br>San Antonio, TX 78205<br>210-226-9055   | 2 |
| 6  | Alamo Community College District                        | * | 811 W. Houston Street<br>San Antonio, TX 78207<br>210-220-1500<br>Fax: 210-208-80077<br>Attn: Linda Ortega   | 4 |
| 7  | NAACP – San Antonio Branch Job Bank                     |   | P.O. Box 200225<br>San Antonio, TX 78220<br>210-224-7636<br>Attn: Clay Burris<br>Email: <a href="mailto:sanaacp@satx.rr.com">sanaacp@satx.rr.com</a>                   | 0 |
| 8  | Bexar County Opportunities Industrialization Center     |   | 1122 WW White Road<br>San Antonio, TX 78220<br>210-333-8389<br>Attn: Andy Sedillo  | 0 |
| 9  | University of the Incarnate Word – Job Placement Office | * | 4301 Broadway<br>San Antonio, TX 78209<br>210-829-6000<br>Attn: Connie Kuwamoto<br>Email: <a href="mailto:kuwamoto@universe.uiwtx.edu">kuwamoto@universe.uiwtx.edu</a> | 1 |
| 10 | St. Phillips College – Career Services                  | * | 1801 Martin Luther King Drive<br>San Antonio, TX 78203-2098<br>210-531-3397  | 0 |
| 11 | St. Mary's University – Career Services                 | * | One Camino Santa Maria Street<br>San Antonio, TX 78228<br>210-436-3066<br>Email: <a href="mailto:ngaier@stmarytx.edu">ngaier@stmarytx.edu</a>                          | 1 |
| 12 | Mexican American Unity Council                          |   | 2300 W. Commerce Street,<br>Suite 200<br>San Antonio, TX 78207<br>210-978-0500<br>Email: <a href="mailto:rlance@mauc.org">rlance@mauc.org</a>                          | 0 |
| 13 | Our Lady of the Lake University                         |   | 411 S.W. 24th Street<br>San Antonio, TX 78207<br>210-434-6711<br>Email: <a href="mailto:careers@lake.ollusa.edu">careers@lake.ollusa.edu</a>                           | 0 |
| 14 | Texas Lutheran University                               | * | 1000 W. Court Street<br>Seguin, TX 78155<br>830-372-8000<br>Email: <a href="mailto:careers@tlu.edu">careers@tlu.edu</a>  | 4 |
| 15 | United Negro College Fund                               |   | P.O. Box 1865  | 0 |

|    |  |   |  |   |
|----|--|---|--|---|
|    |  |   | San Antonio, TX 78297-1865<br>210-224-1674   |   |
| 16 | The University of Texas at Austin<br>College of Communication, | * | School of Journalism<br>Austin, TX 78712<br>512-471-1783<br>Attn: George Sylvie<br>Email: g.sylvie@mail.utex.edu   | 0 |
| 17 | University of Texas at San Antonio (UTSA) – Career             | * | Services<br>6900 W. Loop 1604<br>San Antonio, TX 78249<br>210-458-4589<br>Email: careerservices@utsa.edu   | 4 |
| 18 | San Antonio College – Job Placement Office                     | * | 1300 San Pedro Avenue<br>San Antonio, TX 78212<br>210-733-2000   | 0 |
| 19 | American GI Forum  |   | 611 N. Flores Street<br>San Antonio, TX 78205<br>Attn: Mary Lou Cantu  | 0 |
| 20 | American Sportscasters Association, Inc.                       |   | 225 Broadway, Suite 2030<br>New York, NY 10007<br>212-227-8080<br>Attn: Louis O. Schwartz<br>Email: Lschwa8918@aol.com                                   | 0 |
| 21 | Venturion Research   |   | 7550 W I-10 1075<br>San Antonio, TX 78229<br>210-384-8044<br>Email: research@venturion.net   | 0 |
| 22 | Tvnewz.com   |   | www.tvnewz.com   | 0 |
| 23 | TVjobs.com – Broadcast Employment Service Website              |   | www.tvjobs.com   | 0 |
| 24 | American Women in Radio & Television Job Bank                  |   | 210-242-7433<br>210-242-7486 (fax)<br>www.awrtsa.org<br>Attn: January Salgado<br>Email: jsalgado@gdc-co.com  | 0 |
| 25 | Association for Women in Communications Job Bank               | * | P.O. Box 780382<br>San Antonio, TX 78278<br>www.wicsa.org<br>Email: margarita@nerone.org   | 0 |
| 26 | Hispanic Chamber of Commerce                                   | * | 318 W. Houston Street<br>San Antonio, TX 78205   | 1 |
| 27 | Schreiner University   | * | 2100 Memorial Boulevard<br>Kerrville, TX 78028-5697<br>830-792-7281<br>Attn: Cristina Martinez<br>Email: cmartinez@schreiner.edu                         | 0 |
| 28 | Texas State University   | * | 601 University Drive<br>San Marcos, TX 78666<br>512-245-3993<br>512-245-2645 (fax)<br>Attn: Josie Garrott, Associate Director<br>Email: CS21@txstate.edu | 6 |
| 29 | Hispanic Association of  |   | 8415 Datapoint Drive, Suite 400  | 0 |

|                                      |  |                               |  |           |
|--------------------------------------|--|-------------------------------|--|-----------|
|                                      | Colleges & Universities  |                               | San Antonio, TX 78229<br>Attn: Gloria Webber   |           |
| 30                                   | African American Chamber of Commerce   |                               | 1717 N. Loop 1604E<br>San Antonio, TX 78232  | 0         |
| 31                                   | San Antonio Women's Chamber of Commerce  |                               | 600 Hemisphere Plaza Way,<br>#127<br>San Antonio, TX 78205<br>Attn: Phyliss Culbert  | 0         |
| 32                                   | Media Line   |                               | <a href="http://www.medialine.com">www.medialine.com</a>   | 0         |
| 33                                   | Non-Commissioned Officers Association (NCOA),<br>Veterans<br>Employment Assistance   |                               | 1-800-662-2620, Ext. 288<br>Attn: Tony White, Job Board<br>Manager<br>Email: <a href="mailto:twhite@ncoavea.org">twhite@ncoavea.org</a>  | 0         |
| 34                                   | American Broadcasting School   | *                             | 712 N. Watson Road<br>Arlington, TX 76011<br>817-695-2474<br>Attn: Michelle McConnell, Job<br>Placement Director<br>Email:<br><a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> | 0         |
| 35                                   | Texas Workforce Commission<br>T.W.F.C  |                               | <a href="http://www.twc.state.tx.us">www.twc.state.tx.us</a>   | 2         |
| 36                                   | Craig's List   |                               | <a href="http://www.sanantonio.craigslist.org">www.sanantonio.craigslist.org</a>   | 2         |
| 37                                   | Hot Jobs/Monster   |                               | <a href="http://www.hotjobs.com">www.hotjobs.com</a>   | 0         |
| 38                                   | Salem Media Group, Inc<br>Website  |                               | <a href="http://www.salemmedia.com">www.salemmedia.com</a><br>4880 Santa Rosa<br>Camarillo, CA 93012<br>805-987-0400<br>Attn: Karen Davenport  | 3         |
| <b>OTHER SOURCES OF INTERVIEWEES</b> |  |                               |  |           |
| <b>No.</b>                           | <b>Description of Other Sources</b>  | <b>Number of Interviewees</b> |  |           |
| 39                                   | KSLR AM and KLUP AM – On Air   | 3                             |  |           |
| 40                                   | KSLR AM and KLUP AM –Websites: <a href="http://www.kslr.com">www.kslr.com</a> & <a href="http://www.klup.com">www.klup.com</a> | 3                             |  |           |
| 41                                   | Salem Espanol-Radio Luz Website – <a href="http://www.luzsanantonio.com">www.luzsanantonio.com</a>                             | 1                             |  |           |
| 42                                   | KRDY AM – On Air   | 1                             |  |           |
| 43                                   | Employee Referral  | 5                             |  |           |
| <b>Total Number of Interviewees</b>  |  |                               |  | <b>49</b> |

**III. OUTREACH INITIATIVES - The following outreach initiatives were completed by the SEU during the reporting period:**

**A. Job Fair:**

1. On August 25<sup>th</sup>, 2016 the SEU's Human Resources Manager attended the job fair hosted by Stone Oak Business Expo & Welcome Home Magazine. Employment Applications and information pertaining to job opportunities in broadcasting were distributed.

2. On March 22, 2016 the SEU's Human Resources Manager attended the job fair hosted Texas Associated of Broadcasters (TAB) on the Campus of Alamo Colleges. Employment Applications and information pertaining to job opportunities in broadcasting were distributed.

**B. 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 participates in these training sessions each month and then 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.

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

The employment unit participated in job banks and internet programs designed to provide information about opportunities in broadcasting and to encourage women and minorities to consider future employment in broadcasting. 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 Broadcasters School  
American Sportscasters Association  
American Woman in Radio and Television  
Association for Women in Communications  
Broadcast Employment Services (TV Jobs.com)