

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):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Reach Satellite Network, Inc.	WBOZ (FM)	Woodbury, TN	15531	n/a
Caron Broadcasting, Inc.	WFFH (FM)	Smyrna, TN	68347	n/a
Caron Broadcasting, Inc.	WFFI (FM)	Kingston Springs, TN	18714	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	Account Executive	Employee Referral	4/30/15	3, 4, 5, 8, 10, 12, 16, 18, 19, 20, 21, 22, 23, 25, 26, 27, 28, 29, 31
2	Account Executive	Employee Referral	6/4/15	3, 4, 5, 8, 10, 12, 16, 18, 19, 20, 21, 22, 23, 25, 26, 27, 28, 29, 31
3	Account Executive	Employee Referral	9/14/15	1, 4, 6, 8, 9, 10, 12, 16, 19, 20, 21, 25, 27, 28
4	Account Executive	Employee Referral	2/1/16	1, 3, 4, 5, 6, 8, 10, 15, 16, 18, 19, 20, 21, 23, 25, 26, 27, 28, 29, 31
5	Promotions Assistant	Internal Promotion	2/15/16	1, 2, 3, 4, 6, 8, 10, 13, 14, 18, 19, 20, 21, 23, 24, 25, 28, 30, 31, 32, 33
6	Account Executive	Employee Referral	2/22/16	1, 3, 4, 5, 6, 8, 10, 15, 16, 18, 19, 20, 21, 23, 25, 26, 27, 28, 29, 31

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 17 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	Belmont Church		68 Music Square E. Nashville, TN 37203 (615) 256-2123 info@belmont.org	0
2	Belmont University		1900 Belmont Blvd. Nashville, TN 37212 (615) 460-6282 Contact: Rich Tiner	0
3	Born Again Church		858 W. Trinity Lane Nashville, TN 37207 (615) 228-9287 Contact: Ivan Ratliff	0
4	ChristianJobs.com		Contact: Karen Davenport Email: karen.davenport@salemmedia.com	0
5	Christian Women in Media		P.O. Box 571566 Dallas, TX 75357 Contact: Robin Bertram	0
6	Cornerstone Church		726 W. Old Hickory Blvd. Madison, TN 37115 (615) 732-0049 info@cornerstonenashville.org	0
7	Craigslist		Nashville, TN www.nashville.craigslist.org	0
8	Goodwill Career Solutions		1015 Herman Street Nashville, TN 37208 (615) 346-1647 Contact: George Carlson	0
9	HisAir.net		PO Box 307 Duplessis, LA 70728 Contact: Ted Kelly	0
10	Indeed.com		Contact: Karen Davenport Email: karen.davenport@salemmedia.com	2
11	ITT Technical Institute		2845 Elm Hill Pike Nashville, TN 37214 (615) 889-8700 Contact: Natalie Fletcher	0
12	Jobs4TN.com		2200 Rosa L Parks Blvd Nashville, TN 37228 (615) 253-8920 Attn: Jackie Beard	0
13	Lipscomb University		1 University Park Dr Nashville, TN 37204 (615) 966-1000 Contact: Carolina Crawley	0
14	Middle Tennessee State University		1301 East Main St Murfreesboro, TN 37132 Contact: Career & Employment Center	0
15	Mt. Zion Baptist Church		7594 Old Hickory Blvd Nashville, TN 37189 (615) 254-7296 jobsearch@mtzionnashville.org	0
16	NAACP - Nashville		1308 Jefferson Street Nashville, TN 37208 (615) 329-0999	0

17	Nashville Area Chamber of Commerce		211 Commerce St. #100 Nashville, TN 37201 (615) 743-3000 info@nashvillechamber.com	0
18	Nashville Minority Business Center		223 Rosa L Parks Ave #205 Nashville, TN 37203 (615) 255-0432 Attn: Marilyn Robinson	0
19	NRB		404 BNA Drive #400 Nashville, TN 37217 (615) 866-2702 Attn: Troy Miller	0
20	SAE Institute of Audio/Media Technology	*	7 Music Circle North Nashville, TN 37203 (615) 244-5848 Contact: Chad Gentry	1
21	Salem Media Group (www.salemmedia.com)		Contact: Karen Davenport Email: karen.davenport@salemmedia.com	2
22	Sales & Marketing Executives		PO Box 150244 Nashville, TN 37215 (615) 531-4043 Contact: Karen Grove	0
23	Strong Tower Bible Church		PO Box 682167 Franklin, TN 37068 (615) 791-7050 Contact: Pastor Chris Williamson	0
24	Tennessee State University		3500 John A Merritt Blvd. Nashville, TN 37209 (615) 963-5981 Contact: Tina Reed	0
25	The Urban League of Middle Tennessee	*	2250 Rosa L Parks Blvd Nashville, TN 37228 (615) 254-0525 Contact: Tierney Bates	0
26	The Woman's Club of Nashville		3206 Hillsboro Pike Nashville, TN 37215 (615) 269-3896	0
27	Tennessee Association of Broadcasters		2 International Plaza Dr #507 Nashville, TN 37217 (615) 365-1840	0
28	Tennessee Christian Chamber of Commerce		Nashville, TN Attn: Ben Lawson blawson@salemmusicnetwork.com	0
29	Tennessee General Assembly – Office of Minority Affairs		320 Sixth Ave N 8 th floor Nashville, TN 37243 (615) 741-3900 Attn: Lamar Arnold	0
30	Trevecca Nazarene University		333 Murfreesboro Rd Nashville, TN 37210 (615) 248-1733 Contact: Jan Harvey	0
31	Victory Fellowship Church		1307 Lebanon Pike Nashville, TN 37210 (615) 254-3322 Contact: Pastor Bill McRay	0
32	Welch College		3606 West End Ave Nashville, TN 37205 (615) 844-5000 Attn: Student Services	0
33	YEP Nashville		yepnashville@gmail.com	0

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
34	WBOZ/WFFH/WFFI Website	1
35	Employee Referrals	8
36	Corporate Recruitment	1
37	Career Builders	1
38	Internal Promotion	1
Total Number of Interviewees		17

III. OUTREACH INITIATIVES:

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

A. Internship Program:

The station employment unit has an internship program designed to assist college students to acquire skills necessary for broadcast employment.

During this reporting period, the SEU hosted the following interns:

1. One student from Belmont University, Nashville, TN. The student interned from June 2015 to July 2015 in the SEU's programming and promotions departments. He learned how to produce syndicated shows, how to operate the three networks, and how to produce the local community calendar. He also gained experience with commercial production, running the board in the live studios, and organizing/implementing promotional events in the community.

B. Events Sponsored by Educational Institutions Related to Broadcasting Career Opportunities:

1. January 29, 2016 – **Station Tour**. Ten students from the 6th grade **Mass Media and Modern Communications Class** from Heritage Christian Academy toured the radio station. They met and spoke with on-air personalities and assistant PD. They learned about programming, various operations of the radio station, and possible careers in broadcasting.

2. February 1, 2016 – **Career Day at Cheatham Park Elementary School.** An on-air personality/network host/program director spoke to a group of 4th and 5th graders for an hour. He talked about what he does, how radio serves the community, careers in radio, how skills they are learning now can help them in a career in radio, and the various positions within radio broadcasting.

C. Hosting a Job Fair:

1. The SEU hosted the “New Year! New Career! Job Fair and Luncheon” at The Tennessee Christian Chamber of Commerce on January 26, 2016. The event featured Aaron Walker as the guest speaker. The job fair and luncheon had over 120 participants. The SEU’s local HR rep was on hand to distribute flyers on current job openings, talk to and recruit potential candidates.

D. Job Banks:

The SEU 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 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:

Christian Women in Media
NAACP – Nashville
Tennessee Association of Broadcasters
Tennessee General Assembly – Office of Minority Affairs
The Urban League of Middle Tennessee

E. EEO Training to Management-level Personnel:

1. The Salem Media Group Human Resources Director conducts monthly HR Network Training sessions via teleconference and powerpoint presentations, which includes review of EEO policies and compliance. The SEU’s Human Resources Manager and Assistant 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 opportunity employment.

2. The SEU participates in an on-line Ethics and Harassment Training, which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. Training modules include “Lawful Hiring”, “Equal Employment”, “Workplace Harassment” and “Lawful Terminations”. During this reporting period (in October 2015), one (1) SEU employee participated in the on-line training.

F. Additional Activities:

1. June 24, 2015 – **Radio Station Tour.** Tour of radio station given to the Franklin Family YMCA Youth Day Camp. Approximately 35 young people (aged 6-12) plus 8 adult staff members. The goal was to inform them on how a radio station works, as well as provide information that might help them determine whether broadcasting is a career that might be of interest. Tour included conversations with radio personalities, programming, seeing a live broadcast and commercial production using several adult voices, as well as their own.