

## EEO PUBLIC FILE REPORT

For the reporting period of April 1, 2015 through March 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
Salem Media of Massachusetts, LLC	WFIA (AM)	Louisville, KY	55504	N/A
Salem Media of Kentucky, Inc.	WFIA-FM	New Albany, IN	48371	N/A
Salem Media of Kentucky, Inc.	WGTK (AM)	Louisville, KY	63936	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	Prior Open House	8/17/2015	2,3,4,5,6
2	Account Executive	WKU Job Fair	8/24/2015	2,3,4,5,6
3	Account Executive	Referral	10/05/2015	2,3,4,5,6
4	Account Executive	Prior Open House	10/12/2015	2,3,4,5,6
5	Air Talent	Referral	1/18/2016	2,3,6

### 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	Advantage Staffing		Kim Williams 3125 South 2 <sup>nd</sup> Louisville, KY 40208 502-459-9600	0
2	ChristianJobs.com		Karen Davenport 4880 Santa Rosa Road Camarillo, CA 93012 805-987-0400 Karen.davenport@salemmedia.com	0
3	University of Louisville Career		Erica L. Gabbard Employer Relations Manager Ulmer Career Management 502-852-2854 Erica.gabbard@louisville.edu	1
4	Job News Job Fair		Carrie Baylor	1

			<a href="http://www.jobnewslouisville.com">www.jobnewslouisville.com</a> 502-417-7500	
5	Western Kentucky University Career Services (Job Fair)		Western Kentucky University Bowling Green, KY employerrelations@wku.edu	1
6	Kentucky Broadcasters Association		101 Enterprise Drive Frankfort, KY 40601 kba@kb.org	0
<b>OTHER SOURCES OF INTERVIEWEES</b>				
<b>No.</b>	<b>Description of Other Sources</b>			<b>Number of Interviewees</b>
7	WFIA AM/FM Website			
8	WGTK WEBSITE			
9	WFIA AM/FM, WGTK on air spots			
10	Salem Media Group, Inc			
11	Prior Open House held on 2/27/15			2
12	Unknown			3
13	Referral			2
<b>Total Number of Interviewees</b>				<b>10</b>

### 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 HR 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.
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, one SEU employee participated in the on-line training.

**B. Job Fairs:**

The SEU participated in the following job fairs, where information about job vacancies were available. Applications were handed out & resumes were accepted.

1. On April 10, 2015 SEU's HR Manager attended The University of Louisville's 2015 Business Career Fair
2. On February 12, 2016 SEU's HR Manager attended The University of Louisville's 2016 Spring Career Fair.
3. On February 17, 2016 SEU's HR Manager attended Western Kentucky University College of Business Fair.
4. On March 16, 2016 SEU's HR Manager attended Job News Job Fair.

**C. Job Bank 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 posed on websites to ensure broad internet recruitment. During this reporting period the following job banks has been used:

Kentucky Broadcasters Association