

EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2015 through September 30, 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
Common Ground Broadcasting, Inc	WTBN (AM)	Pinellas Park, FL	51985	No
South Texas Broadcasting, Inc.	WTWD (AM)	Plant City, FL	26145	No
Caron Broadcasting, Inc.	WGUL (AM)	Dunedin, FL	1177	No
South Texas Broadcasting, Inc.	WLCC (AM)	Brandon, FL	71212	No
South Texas Broadcasting, Inc.	WWMI (AM)	St. Petersburg, FL	11954	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 to Fill Vacancy
1	Board Operator/Technical Assistant	SEU Website Advertisement	01-19-16	1-4,6-7,10-14,16-17,20,24-25
2	Board Operator/Prod. Coordinator	Unsolicited	04-20-16	1-4,6-7,10-14,16-17,20, 24-25
3	Board Operator	Employee Referral	05-06-16	1-4,6-7,10-14,16-17,20, 24-25

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 14 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	Exciting Idlewild Baptist Church		Jobs Support Group Director iWork Group P.O. Box 44 Tampa, FL 33548 Contact: Jo Ann Eaton jeaton@idlewild.org	0
2	In Between Jobs Support Group		Bnpsaxon@tampabay.rr.com Contact: Bob Saxon	0
3	St. Paul Catholic Job Support Group		jnkissane@stpaulchurch.com Contact: Jim Kissane	0
4	Connecticut School of Broadcasting		Shayna King 3901 Coconut Palm Drive. #105 Tampa, FL 33619 813-740-0990 sking@gocsb.com	0

5	Southeastern University	Jackie Small Career Services 1000 Longfellow Boulevard Lakeland, FL 88301 863-667-5157	0
6	Family First	5211 W. Laurel Street Suite 102 Tampa, FL 33607 marlene@familyfirst.net Contact: Marlene Nikolich	0
7	Trinity College	Dean of Student Development 2430 Welbilt Blvd. Trinity, FL 34655 727-376-6911 Contact: Professor Al Depopoutot adepoutot@trinitycollege.edu	0
8	University of South Florida	Job Line Coordinator 4202 E. Fowler Avenue Tampa, FL 33629 813-974-2171 813-974-0998 kroche@admin.usf.edu www.career.usf.edu Contact: Kathi Roche	0
9	University of Tampa	Office of Career Services 401 W. Kennedy Blvd. Tampa, FL 33606 813-253-3333 813-258-7455 Dnapoli@ut.edu Contact: Donna Napoli	0
10	Hillsborough Community College	Dale Mabry Campus Job Placement Manager P.O. Box 3030 Tampa, FL 33630 813-253-7275 813-259-6047 Contact: Laurie Ragsdale	0
11	Hillsborough Community College	Radio-TV Program Manager 2112 N. 15 th St. YPST-134 Tampa, FL 33605 813-253-7282 813-253-7973 Contact: Ed Ericsson	0
12	Florida College	Alumni Office 119 N. Glen Arven Ave. Temple Terrace, FL 33617 813-988-5131 x195 Cell: 813-422-0801 Contact: Adam Olson advisingoffice@floridacollege.edu alumnirelations@floridacollee.edu aolson@floridacollege.edu	0

13	Frederick Communications & Consulting, LLC		Al Frederick Frederick.communications@gmail.com	0
14	Florida Association of Broadcasters		intern@fab.org www.fab.org	0
15	Sandler Training		3030 N. Rocky Point Dr. West Ste.100 Tampa, FL 33607 Contact: Jim Marshall	0
16	Pinellas County Urban League		33 31 st Street North St. Petersburg, FL 33713 727-327-2081 x112 727-327-1672 Contact: Regina Knight rknight@pcul.org www.pcul.org	0
17	LinkedIn		www.linkedin.com	0
18	Craigslist		www.tampa.craigslist.org	0
19	All Access		www.allaccess.com	0
20	Christian Chamber of Commerce		Contact: Laurie Hill info@c3tb.org	0
21	Christian Radio Jobs		www.hisair.net jobs@hisair.net	0
22	Media Staffing Network		www.mediastaffingnetwork.com	0
23	Inside Radio		www.insideradio.com	0
24	ChristianJobs.com		Contact: Karen Davenport karen.davenport@salemmedia.com	0
25	Salem Media Group, Inc (Includes Twitter and Facebook)		4880 Santa Rosa Rd. Camarillo, CA 93012 805-987-0400 Contact: Karen Davenport karen.davenport@salemmedia.com	0

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
26	SEU Web Advertisements	9
27	Referrals	0
28	Radio Advertisements	0
29	Unsolicited	3
30	Internal Station Posting	1
31	Employee Referral	1
Total Number of Interviewees		14

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 Office Manager and Business Manager 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 employment.

B. **Job Fairs:**

1. SEU's Office Manager and Director of Radio Luz participated in the Ana G. Mendez Student Job Fair on November 12, 2015. At the event, job opportunities available at the SEU were discussed. Job information was distributed and resumes were collected.
2. SEU's Office Manager participated in the State Representative Janet Cruz's 2016 Job Fair on August 3, 2016. At the event, job opportunities available at the SEU were discussed. Job information was distributed and resumes were collected.

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

All Access
Florida Association of Broadcasters
Inside Radio
Christian Radio Jobs
Media Staffing Network