

EEO PUBLIC FILE REPORT-MIAMI

For the reporting period of _10_/_1_/_17_ through _09_/_30_/_18_

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 Communications Holding Corporation	WKAT(AM)	Coral Gables	74165	No
Salem Communications Holding Corporation	WZAB (AM)	Sweetwater, FL	21763	No
Salem Communications Holding Corporation	WOCN(AM)	Miami, FL	43034	No
Salem Communications Holding Corporation	WQVN(AM)*	North Miami, FL	27713	yes

**Formerly WKAT, station sold on August 28,2018*

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	Local Ministry Director	LinkedIn	8/22/18	1-9
2	Account Executive	In House Referral	4/2/18	1-9

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 7 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	Broward Workforce One		7550 Davie Road Ext Hollywood FL 33024 (954)967-1010 Bruce Aramowitz	0
2	Career Building		7601 Riviera Blvd Miramar, FL 33023 Wendy Harmon	0
3	Connecticut School Of Broadcasting		8600 NW 36 St, Suite 100 Miami, FL 33166 (305)592-7133 Jessica Becerra	0
4	Northside One Stop Center		7900 NW 27 Ave, Suite 200 Miami, FL 33147 (305)693-2060 Kevin Taylor	0
5	Florida Atlantic University		777 Glades Road, Rm 222 Boca Raton, FL 33431 (561)297-3000 James Watson	0
6	ChristianJobs.com		4880 Santa Rosa Rd. Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.com	1

7	Salem Media Group, Inc. (Includes Facebook, LinkedIn, Twitter)		4880 Santa Rosa Rd. Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.com	3
8	University Of Miami		PO Box 249127 Coral Gables, FL 33124 305-284-2211 Luis Herrera	0
9	University Of Florida		3104 Weimer Hall PO Box 118405 Gainesville, FL 32611 Renee Gork	0

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
10	In House Referrals	2
11	Unsolicited resumes	1
Total Number of Interviewees		7

III. OUTREACH INITIATIVES

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

A. Event or program sponsored by educational institutions relating to broadcasting career opportunities:

1. During this reporting period the SEU reached out to local educational institutions and discussed the specifics of how the station operates and career opportunities in the broadcast industry. On July 26th 2017, our Operations Manager visited Miami Media School. He hosted a Q & A with all their students regarding Salem Media Group and the radio industry. We discussed qualities for potential candidates and employment opportunities.

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.