EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2025 through September 30, 2026

The SEU has a total of **13** F/T Employees in Reporting Year 1 of 2.

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	WTBN (AM)	Pinellas Park, FL	51985	No
Salem Communications Holding Corporation	WGUL (AM)	Dunedin, FL	1177	No
Salem Communications Holding Corporation	WLCC (AM)	Brandon, FL	71212	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	Media Strategist	Salem Website	11/18/25	1-3,5-6,8-10,14-15,17-18
2	Media Strategist	Unsolicited	01/28/26	1-3,5-6,8-10,14-15,17-18
3	Media Strategist	Appcast	08/17/26	1-3,5-6,8-10,15,17,19

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 13 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: Suzanne Green sgreen@idlewild.org Contact: Jinnie Stephenson jstephenson@idlewild.org https://idlewild.thejobconnection.org	0
2	In Between Jobs Support Group		Bnpsaxon@tampabay.rr.com Contact: Bob Saxon	0
3	St. Paul Catholic Job Support Group		jim.kissane.tampa@gmail.com Contact: Jim Kissane	0
4	New Horizons		Career Development Team Lead 5402 W. Laurel St. Bldg. 1A Ste. 106	0

			Tampa, FL 33607 813-387-3519 ryan.king@nhtampabay.com Contact: Ryan King	
5	Employment Support Program	* As of 6/26/19	Employment Coach Florida Guard and Reserve pjustice@interactivegov.com Contact: Penelope Justice	0
6	Florida College		Alumni Office 119 N. Glen Arven Ave. Temple Terrace, FL 33617 813-988-5131 x195 Cell: 813-422-0801 Contact: Kelli Grogan advisingoffice@floridacollege.edu grogank@floricacollege.edu	0
7	Handshake		www.joinhandshake.com	0
8	Florida Association of Broadcasters		intern@fab.org www.fab.org	0
9	LinkedIn		www.linkedin.com	5
10	Christian Chamber of Commerce		info@c3tb.org	0
11	Art Institute of Tampa		4401 North Himes Avenue Ste. 150 Tampa, FL 33614-7086 Center for Career Connections https://artinstituteedge.com/postjob	0
12	Full Sail University		https://fullsail-csm.symplicity.com/surveys/referral	0
13	College Central		https://collegecentral.com	0
14	ChristianJobs.com		Contact: Karen Davenport karen.davenport@salemmedia.com	0
15	Indeed.com		www.indeed.com	2
16	Careerbuilder.com		www.careerbuilder.com	0

17	ZipRecruiter.com		www.ziprecruiter.com	0
18	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
19	Central Florida Employment Connections		Paulette Weir cfec@cfec.org Job Posting Form	

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
19	Referrals	0
20	Radio Advertisements	0
21	Unsolicited – Job Board	0
22	Employee Referral	3
23	Glassdoor	0
24	Google +	0
25	All Access Website	1
26	Appcast	2
	Total Number of Interviewees	**13**

III. OUTREACH INITIATIVES

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

A. Management Training:

The Salem Vice President 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:

SEU's Office Manager (having hiring authority) and Regional General Sales Manager attended the Best Hire Job Fair on October 16, 2025. During the event, job opportunities available at the SEU were discussed, job information was distributed, and resumes were collected.

C. Career Fairs:

SEU's Office Manager (having hiring authority) attended the Florida College Career Fair on October 1, 2025. During the event, job opportunities available at the SEU were discussed with students, job information was distributed, and resumes were collected.

SEU's Office Manager (having hiring authority) attended the Florida College Career Fair on March 3, 2026. During the event, job opportunities available at the SEU were discussed with students, job information was distributed, and resumes were collected.

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

Florida Association of Broadcasters