

EEO PUBLIC FILE REPORT

For the reporting period of 2 / 1 / 16 through 1 / 31 / 17

Amended on 7/17/2017

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
Pennsylvania Media Associates, Inc.	KGBI-FM	Omaha, Nebraska	24713	N/A
Salem Media of Illinois, LLC	KCRO(AM)	Omaha, Nebraska	54902	N/A
Pennsylvania Media Associates, Inc.	KOTK(AM)	Omaha, Nebraska	50307	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 Manager	Employee Referral	2/1/16	1-5, 7-19, 21-22, 24-27, 29, 31-34
2	Account Manager	Employee Referral	8/15/16	1, 4-7, 9-13, 15, 19-21, 23-26, 28, 31-34
3	Account Manager	AllAccess.com	8/22/16	1, 4-7, 9-13, 15, 19-21, 23-26, 28, 31-34

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 11 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	Bellevue University	Email: careerservices@bellevue.edu	
2	Black Employees Assoc of OPPD	Email: rnettles@oppd.com	
3	Brown College Career Services	Email: mkronforst@browncollege.edu	
4	Buena Vista University	Email: careerservices@bvu.edu	
5	Chadron State College	Email: jhartman@csc.edu	
6	College of Saint Mary	1901 S. 72 nd Street Omaha, NE 68124	



			Email: applicant@csm.edu	
7	Creighton Career Service Office		Email: careercenter@creighton.edu	
8	Experience Unlimited		Email: bil.robby@nebraska.gov	
9	Hutchinson Community College		Email: info@hutchcc.edu	
10	InRoads/Greater Omaha, Inc.		2223 Dodge Street, 10th Floor Omaha, NE 68102 Email: info@inroads.org	
11	Iowa Western Community College		Email: krichter@iwcc.edu	
12	Iowa Workforce Development		Email: IWD.customerservice@iwd.iowa.gov	
13	Kaplan University		Email: techsupport@kaplan.edu careerservices@kaplan.edu	
14	Latino Center of the Midlands		Email: info@latinocenterofthemidlands.org	
15	Morningside College		Email: hays@morningside.edu	
16	NAACP		Email: omahanaacp@aol.com	
17	Native American Public Telecommunications		Email: native@unl.edu	
18	NCRC-Nebraska College Recruiting Telecommunications		Email: ncrc@nebrwesleyan.edu	
19	Nebraska Broadcasters Association		11414 W Center Rd.. Ste 342 Omaha, NE 68144 Jim Timm Email : jim@ne-ba.org	1
20	Nebraska Dept. Vocational Rehab		Email: Claire.williams@nebraska.gov	
21	Nebraska Wesleyan University		Email: career@nebrwesleyan.edu	
22	Nebraska Workforce Development		Email: ndol.omahawfd@nebraska.gov	
23	Northeast Community College		Email: terrih@northeast.edu	
24	NTS Media Online		Email: al@ntsmediaonline.com	
25	University of Nebraska at Kearney		Email: careerserv@unk.edu	
26	University of Sioux Falls		Email: career@siouxfalls.edu	
27	Urban League of Nebraska		Email: mthomas@urbanleagueneb.org	
28	Wayne State College		Email: careerservices@wsc.edu	
29	YMCA-Transitions Program		Email: ywtrans@uswest.net	
30	Salem Media Group, Inc. (incl Facebook, Twitter and Linked In Accounts)		4880 Santa Rosa Road Camarillo. CA 93072 www.salemmedia.com Contact: Karen Davenport	1

31	Christian Jobs	Christianjobs.com	1
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
32	AllAccess.com		1
33	Employee Referral		2
34	Zip Recruiter		1
35	Other		4
Total Number of Interviewees			11

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 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.

B. Job Banks and Internet Programs

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 broadcasting. During the reporting period, the following web sites have been used:

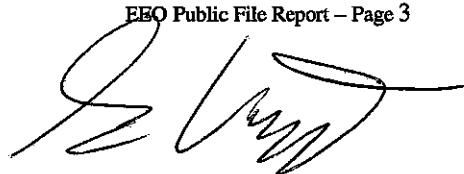
1. Nebraska Broadcasters Association – www.ne-ba.org

C. Co-Sponsor Job Fair

On March 30th, 2016 the SEU both co-sponsored and attended the annual 2016 Grace University Employment Fair. The SEU promoted the event with on-the-air announcements in English and Spanish. Invitation flyers announcing that Grace University and Salem Broadcasting were hosting this job fair were distributed to vendor organizations and were posted on the SEU's station websites. At this event, the SEU collected resumes and presented students with information about careers in radio.

D. Participation in Scholarship Program

1. The Nebraska Broadcasters Association asked our SEU to participate in the EEO Scholarship program. The SEU participated by airing commercials January 1, 2016 through February 29, 2016 telling students about two \$1500 scholarships to be used toward a Broadcasting degree. The Business Manager participated in the preliminary judging of entries between March 16, 2016 and March 25, 2016.



E. Participation in Activities Sponsored by Community Groups Active in Broadcast Employment Issues

1. SEU was asked by The Nebraska Broadcasters Association to air commercials to support an Electronic Media Camp to be held at the University of Nebraska – Kearney. The SEU aired commercials on KGBI-FM, KCRO-AM and KOTK-AM from April 16, 2016 to May 6, 2016.
2. The Nebraska Broadcasters Association asked for our SEU to be a judge for the Class B Graphic Illustration for the 2016 Nebraska School Activities Association State Journalism preliminary competition. The General Manager judged and ranked the top 15 entries providing feedback between March 3rd and March 23rd, 2016.

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