

EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2023 through September 30, 2024

The SEU has a total of 16 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	Account Executive Digital Sales	Indeed	10-17-23	1-6,8,10,12,15,18-19,22
2	Board Operator	All Access	11-15-23	1-4,8,10,12-13,15,18-19,22
3	Regional General Sales Manager	LinkedIn	07-08-24	2-4,13,18-19,22

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 22 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	Trinity College		Dean of Student Development 2430 Welbilt Blvd. Trinity, FL 34655	0

			727-376-6911 Contact: Professor Al Depopoutot adepoutot@trinitycollege.edu	
5	New Horizons		Career Development Team Lead 5402 W. Laurel St. Bldg. 1A Ste. 106 Tampa, FL 33607 813-387-3519 ryan.king@nhtampabay.com Contact: Ryan King	0
6	Employment Support Program	* As of 6/26/19	Employment Coach Florida Guard and Reserve pjustice@interactivegov.com Contact: Penelope Justice	0
7	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 Radio-TV Program Manager 2112 N. 15 th St. YPST-134 Tampa, FL 33605 813-253-7282 813-253-7973 Contact: Ed Ericsson	0
8	Florida College		Alumni Office 119 N. Glen Arven Ave. Temple Terrace, FL 33617 813-988-5131 x195 Cell: 813-422-0801 Contact: Adam Olson/Bonnie Martin advisingoffice@floridacollege.edu alumnirelations@floridacollee.edu aolson@floridacollege.edu	0
9	Handshake		www.joinhandshake.com	0
10	Florida Association of Broadcasters		intern@fab.org www.fab.org	0
11	Pinellas County Urban League		333 1 st Street North St. Petersburg, FL 33713 727-327-2081 x112 Contact: Regina Knight rknight@pcul.org www.pcul.org	0
12	LinkedIn		www.linkedin.com	2

13	Christian Chamber of Commerce		info@c3tb.org	0
14	Art Institute of Tampa		4401 North Himes Avenue Ste. 150 Tampa, FL 33614-7086 Center for Career Connections https://artinstituteedge.com/postjob	0
15	All Access		www.allaccess.com	1
16	Full Sail University		https://fullsail-csm.symplicity.com/surveys/referral	0
17	College Central		https://collegecentral.com	0
18	ChristianJobs.com		Contact: Karen Davenport karen.davenport@salemmedia.com	0
19	Indeed.com		www.indeed.com	12
20	Careerbuilder.com		www.careerbuilder.com	0
21	ZipRecruiter.com		www.ziprecruiter.com	0
22	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
23	SEU Web Advertisements	1
24	Referrals	1
25	Radio Advertisements	1
26	Unsolicited	1
27	Internal Station Posting	0
28	Employee Referral	3
29	Glassdoor	0
30	Google +	0
Total Number of Interviewees		22

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) attended the Florida College Fall Career Fair on November 29, 2023. During the event, job opportunities available at the SEU were discussed, job information was distributed, and resumes were collected.

SEU's Office Manager (having hiring authority) attended the Best Hire Career Fair on April 11, 2024. During the event, job opportunities available at the SEU were discussed, job information was distributed, and resumes were collected.

SEU's Office Manager (having hiring authority) attended the Best Hire Career Fair on July 11, 2024. During 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 openings 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