

EEO PUBLIC FILE REPORT

October 1, 2023 through September 30, 2024

The SEU has a total of 8 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 Holdings Corporation	WORL (AM)	Orlando, FL	48731	No
Salem Communications Holdings Corporation	WTLN(AM)	Orlando, FL	23442	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 Contacted to Fill Vacancy
1	Media Strategist	Indeed.com	7/16/24	8,17,19
2				

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There was a total of 8 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	City of Orlando		P.O. Box 4990, Orlando, FL 32801 407-246-2514 Peter Molores	0
2	Craigslist		www.orlando.craigslist.org	0
3	Florida Metropolitan University		5421 Diplomat Circle Orlando, FL 32810 (888) 741-4271 Fanny Shadah	0
4	Goodwill Industries		Job Connection Center 3911 E. Colonial Drive Orlando, FL 32803 407-872-0770	0
5	The Job Partnership of Florida		75 S Ivanhoe Blvd, Orlando, FL 32802 407-872-0656	0
6	NAACP		3649 Old Winter Garden Rd Orlando, FL 32805 (407) 328-7496 Placement Director	0
7	The Orlando Times		4403 Vineland Rd, Suite B-5 Orlando, FL 32811 407-841-3710	0

			Business Manager	
8	Central Florida Employment Council		Paulette Weir CFEC Director cfec@cfec.org 407.834.4223	2
9	Employment Agency-Randstad US		Livia G. Butek MC Staffing Manager 555 Winderley Place, Suite 127 Maitland, FL 32751	0
10	Rollins College		1000 Holt Avenue Winter Park, FL 32789 407-646-2395 Career Services	0
11	University of Central Florida		PO Box 160165, Orlando, FL 32816 407-823-2361 Rebecca Morales	0
12	ChristianJobs.com		www.ChristianJobs.com	0
13	Vocational Rehabilitation		3191 Maguire Blvd., Suite 240 Orlando, FL 32803, (407) 977-7552 George Drake	0
14	Workforce One-Stop Career Center		707 Mendham Blvd., Suite 250 Orlando, FL 32825 407-531-1222 Career Services	0
15	American Women in Radio & TV		1021 N Wymore. Road, Winter Park, FL 32789 407-370-5600 Placement Director	0
16	Florida Association of Broadcasters		www.fab.org Email: intern@fab.org	0
17	Salem Media Group, Inc.(Includes Facebook, Linked In and Twitter)		4880 Santa Rosa Rd, Camarillo, CA 93012 805-987-0400 Karen.Davenport@salemmedia.com	2
18	Inside Radio		P.O. Box 442 Littleton, NH 03561 (800) 640-8852 ads@insideradio.com	0
19	Indeed.com		www.indeed.com	4
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
	None			
Total Number of Interviewees				8

III. OUTREACH INITIATIVES

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

A. **Job Fairs**

1. January 31, 2024, a station representative (Pete Paquette, Operations Manager) with hiring authority attended the job fair at the Central Florida Fair Exposition Park in Orlando, Florida. Participation included staffing a booth, giving out information about careers in broadcasting and information about the stations, soliciting applications, and collecting resumes.
2. July 10, 2024, a station representative (Pete Paquette, Operations Manager) with hiring authority attended the job fair at the Central Florida Fair Exposition Park in Orlando, Florida. Participation included staffing a booth, giving out information about careers in broadcasting and information about the stations, soliciting applications, and collecting resumes.
3. September 11, 2024, a station representative (Pete Paquette, Operations Manager) with hiring authority attended the job fair at the Central Florida Fair Exposition Park in Orlando, Florida. Participation included staffing a booth, giving out information about careers in broadcasting and information about the stations, soliciting applications, and collecting resumes.

B. **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.

C. **Sponsored Community Events for Broadcasting Opportunities:**

1. October 19, 2023, station employment unit sponsored an activity "Pastors Appreciation Event 2023" at CrossLife Church in Oviedo, Florida. A Station Representative with hiring authority, received resumes and provided information on broadcast opportunities to those in attendance. The station also promoted the event with on-air promo announcements aired, a posting on Facebook and Twitter, along with email blasts.

2. April 15, 2024, station employment unit sponsored an activity "Pastors Master's 2024" at Heathrow Country Club in Heathrow, Florida. A Station Representative with hiring authority, received resumes and provided information on broadcast opportunities to those in attendance. The station also promoted the event with on-air promo announcements aired, a posting on Facebook and Twitter, along with email blasts.

3. June 20, 2024, station employment unit sponsored an activity "Freedom Summit 2024" at Faith Assembly in Orlando, Florida. A Station

Representative with hiring authority, received resumes and provided information on broadcast opportunities to those in attendance. The station also promoted the event with on-air promo announcements aired, a posting on Facebook and Twitter, along with email blasts.

D. Other Activities

1. July 17, 2024, Apopka High School Boosters visited the station. The Boosters were given a tour and station operation was explained including job opportunities in the cluster.