

## EEO PUBLIC FILE REPORT

For the reporting period of 10/01/18 through 9/30/19

**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	WBZW (AM)	Apopka, FL	1185	No
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	Operations Manager	In-house Promotion	1/7/2019	none-Internal Promotion
2	Business Manager	In-house Promotion	3/3/2019	none-Internal Promotion
3	Board Operator	In-house Promotion	5/13/2019	none-Internal Promotion
4	Account Executive	In-house Promotion	8/5/2019	none-Internal Promotion

**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 **4** 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	
2	Craig's List		www.orlando.craigslis.org	
3	Florida Metropolitan University		5421 Diplomat Circle Orlando, FL 32810 (888) 741-4271 Fanny Shadah	
4	Goodwill Industries		Job Connection Center 3911 E. Colonial Drive Orlando, FL 32803 407-872-0770	
5	The Job Partnership of Florida		75 S Ivanhoe Blvd, Orlando, FL 32802 407-872-0656	
6	NAACP		3649 Old Winter Garden Rd Orlando, FL 32805 (407) 328-7496 Placement Director	
7	The Orlando Times		4403 Vineland Rd, Suite B-5 Orlando, FL 32811	

			407-841-3710 Business Manager	
8	Central Florida Employment Council		Paulette Weir CFEC Director <a href="mailto:cfec@cfec.org">cfec@cfec.org</a>   407.834.4223	
9	Employment Agency- Randstad US		Livia G. Butek MC Staffing Manager 555 Winderley Place, Suite 127 Maitland, FL 32751	
10	Rollins College		1000 Holt Avenue Winter Park, FL 32789 407-646-2395 Career Services	
11	University of Central Florida		PO Box 160165, Orlando, FL 32816 407-823-2361 Rebecca Morales	
12	ChristianJobs.com		<a href="http://www.ChristianJobs.com">www.ChristianJobs.com</a>	
13	Vocational Rehabilitation		3191 Maguire Blvd., Suite 240 Orlando, FL 32803, (407) 977-7552 George Drake	
14	Workforce One-Stop Career Center		707 Mendham Blvd., Suite 250 Orlando, FL 32825 407-531-1222 Career Services	
15	American Women in Radio & TV		1021 N Wymore. Road, Winter Park, FL 32789 407-370-5600 Placement Director	
16	Florida Association of Broadcasters		<a href="http://www.fab.org">www.fab.org</a> Email: <a href="mailto:intern@fab.org">intern@fab.org</a>	
17	Salem Media Group, Inc. (Includes Facebook, Linked In and Twitter)		4880 Santa Rosa Rd, Camarillo, CA 93012 805-987-0400 <a href="mailto:Karen.Davenport@salemmedia.com">Karen.Davenport@salemmedia.com</a>	
18	Inside Radio		P.O. Box 442 Littleton, NH 03561 (800) 640-8852 <a href="mailto:ads@insideradio.com">ads@insideradio.com</a>	
19	Indeed.com		<a href="http://www.indeed.com">www.indeed.com</a>	
<b>OTHER SOURCES OF INTERVIEWEES</b>				
<b>No.</b>	<b>Description of Other Sources</b>			<b>Number of Interviewees</b>
20	Internal Promotion			4
<b>Total Number of Interviewees</b>				<b>4</b>

### III. OUTREACH INITIATIVES

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

**A. Job Fairs**

1. March 27, 2019 a station representative 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. September 11, 2019 a station representative 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**

1. The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentation, 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.

**C. Other Activities**

1. October 30, 2018, The State of The City Address in Apopka with a live gathering open to the public. Mayor Bryon Nelson of Apopka discussed leadership, public service, broadcasting and finances. This was broadcast live October 30, 2018 and repeated on-air 4 times the following week.
2. November 14, 2018 a station representative attended a community event at the Orange County Public School, Maitland Middle called "Teach-In 2018". Participation included giving out information in radio broadcasting and informing the students of opportunities in broadcasting.
3. May 16, 2019 a station representative participated in a community-sponsored event called "Apopka Chamber Business Expo". Participation included staffing booth, distributing broadcasting information and informing the public of opportunities in broadcasting.
4. July 25-28, 2019 a station representative attended the Order of Saint Luke (OSL) International Conference. Participation included a live remote, radio show from the Conference lobby, logo on tote bag, and opportunity to display, distribute and discuss Salem's digital products and radio services.

**D. Sponsored Community Events for Broadcasting Opportunities**

1. On February 9, 2019, the station employment unit sponsored a community event called "Freedom Expo 2019" at Aloma Church in Winter Park, Florida. This was a public forum featuring a panel of experts whose discussions included job opportunities in broadcasting. On-air promo announcements were broadcast and notification of this community event was posted on Facebook and Twitter, and email blasts were sent. Attendees on behalf of the station employment unit discussed job opportunities in radio broadcasting and the Expo attendees were able to ask questions.