

## **EO PUBLIC FILE REPORT**

For the reporting period of 10/01/17 through 9/30/18

This report covers the following station employment unit (SEU):

<b>Licensee / Permittee Name</b>	<b>Call Sign and Type</b>	<b>Community of License (City, State)</b>	<b>FCC Facility ID Number</b>	<b>LMA</b>
Salem Communications Holdings Corporation	WBZW (AM)	Apopka, FL	1185	No
Salem Communications Holdings Corporation	WTLN (AM)	Orlando, FL	48731	No
Salem Media of Illinois, LLC	WORL (AM)	Altamonte, FL	21810	No
Salem Communications Holdings Corporation	WDYZ (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:

<b>Job No.</b>	<b>Job Vacancy Title</b>	<b>Recruitment Source that Referred Hired Person</b>	<b>Date Filled</b>	<b>RS's Contacted to Fill Vacancy</b>
1	Account Executive	In-house Promotion	7/30/2018	1,3-8,10-14, 17
2	Digital Audience Specialist	In-house Promotion	8/6/2018	1,3-8,10-14,17

### **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 17 people interviewed for full-time positions.

<b>RS No.</b>	<b>Recruitment Source</b>	<b>(*)</b>	<b>Address, Telephone and Contact Person of RS</b>	<b>Number of Interviewees Referred by RS</b>
* 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.craigslist.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	5
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>	10
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>	
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
20	In-house Promotion			2
Total Number of Interviewees				17

### III. OUTREACH INITIATIVES

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

**A. Job Fairs**

1. March 28, 2018 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 5, 2018 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.
2. The SEU participates in an on-line Sexual Harassment and Discrimination Training, which is an ongoing program for all managers to train them in methods of ensuring equal opportunity and preventing harassment and discrimination. During this reporting period, two SEU employees participated in the on-line training.