

Salem Communications Holding Corporation
Orlando Market

WBZW(AM), Facility ID No. 1185

WTLN(AM) [formerly WDYZ], Facility ID No. 23442

WORL(AM) [formerly WDYZ, formerly WTLN], Facility ID No. 48731

General Manager: Bill Files

Exhibit 3
FCC Form 396 Broadcast Equal Employment Opportunity Program Report

During the reporting period(s) of this license renewal application, the station employment unit ("SEU") achieved broad and inclusive outreach to the community by wide dissemination of information for most full-time vacancies. Job listings are sent to a variety of recruitment resources to attract candidates throughout the community. With each job listing, the company's EEO statement is included. Job postings with the company's EEO statement are also posted on the company's intranet and Salem Media Group, Inc.'s public website where applicants and employees are instructed to go for all available job opportunities, many of which provide employees with opportunities for internal promotions.

The SEU also achieved broad and inclusive outreach by participating in various initiatives and activities designed to inform individuals about broadcasting industry opportunities that they may not yet be aware of or have not yet obtained the skills needed to compete for actual vacancies. The SEU's outreach initiatives included participation in job fairs where job announcements and other information on careers in broadcasting were distributed. The SEU provides training to management level personnel to ensure equal employment opportunity and prevent discrimination. Additionally, the SEU attended or participated in community events, such as the Freedom Expo 2019, and other activities to discuss opportunities in broadcasting