

EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2022 through September 30, 2023

The SEU has a total of 19 F/T Employees in Reporting Year 2 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	WTWD (AM)	Plant City, FL	26145	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

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 0 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 727-376-6911	0

			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 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	0
13	All Access		www.allaccess.com	0

14	Christian Chamber of Commerce		info@c3tb.org	0
15	Art Institute of Tampa		4401 North Himes Avenue Ste. 150 Tampa, FL 33614-7086 Center for Career Connections https://artinstituteedge.com/postjob	0
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	0
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	0
24	Referrals	0
25	Radio Advertisements	0
26	Unsolicited	0
27	Internal Station Posting	0
28	Employee Referral	0
29	Glassdoor	0
30	Google +	0
Total Number of Interviewees		0

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 Best Hire Career Fair on October 19, 2022. 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 January 26, 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 Full Sail University Virtual Career Fair on June 13, 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 July 6, 2023. 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

D. Training program Designed to Enable Station Personnel to Acquire Skills to Qualify for Higher Level Positions:

During the reporting period, the SEU has been training a part time board operator in operations and production areas outside the current skill set required in their current position. This part-time employee has been able to job-shadow with several full-time operators and production staff members and was given the opportunity to run and produce a live afternoon show. This training will help this employee acquire higher level positions in the future.

During the reporting period, the SEU has been training a station employee to become a radio station Chief Engineer. The employee has been job-shadowing and training with the current Chief Engineer. The employee has also been attending SBE meetings.