

## EEO PUBLIC FILE REPORT

For the reporting period of April 1, 2014 through March 31, 2015

**Amended on March 18, 2016**

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

Salem Media Group LLC	WFIA(AM)	Louisville, KY	55504	N/A
Salem Media of Kentucky, Inc.	WFIA-FM	New Albany, IN	48371	N/A
Salem Media of Kentucky, Inc.	WGTK(AM)	Louisville, KY	63936	N/A

### **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	Referral	8/4/2014	1,2,3,4,5,6,7,8,
2	Account Executive	Indeed.com	10/20/14	1,2,3,4,5,6,7,8,

### **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 6 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	Advantage Staffing		Kim Williams 3125 South 2 <sup>nd</sup> Louisville, KY 40208 502-459-9600	0
2	ChristianJobs.com		4880 Santa Rosa Road Camarillo, CA 93012 805-987-0400 Karen.davenport@salem.cc	0
3	Kentucky Broadcasters Association		101 Enterprise Dr. Frankfort, KY 40601 <a href="mailto:kba@kba.org">kba@kba.org</a> (Patti Pullen)	0
4	University of Louisville Career Development		University of Louisville Louisville, KY Leslye Erickson <a href="mailto:Louisville-csm@symplicity.com">Louisville-csm@symplicity.com</a>	0
5	Job News Job Fair		Carrie Baylor <a href="http://www.JobNewsLouisville.com">www.JobNewsLouisville.com</a> 502-412-7500	0
6	Western Kentucky University Career Services (Job Fair)		Western Kentucky University Bowling Green, KY	0

		Heather Garcia Heather.garcia@wku.edu	
7	Southeast Outlook	Kim Miller 920 Blankenbaker Parkway Louisville, KY 40203 kmiller@secc.org 502-253-8663	0
8	Media Recruiters	Art Scott 9457 So. University Blvd Suite #303 Highland Ranch, CO 80126 art.scott@mediarecruiters.com 303-400-5150	0
<b>OTHER SOURCES OF INTERVIEWEES</b>			
<b>No.</b>	<b>Description of Other Sources</b>	<b>Number of Interviewees</b>	
9	WFIA AM/FM Website	0	
10	WGTV on air	1	
11	Referrals	3	
12	Indeed.com	1	
13	Salem Media Group, Inc.	0	
14	Linked In.com	1	
<b>Total Number of Interviewees</b>			<b>6</b>

### III. **OUTREACH INITIATIVES**

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

#### A. **Management Training**

1. The Salem Director 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 HR 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 program entitled "Employment Law Training" (E.L.T.), which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. During this reporting period, one SEU employee participated in two modules of the ELT programs.

#### B. **Internship Program:**

1. The Station Unit's Internship Program is set up to allow students the opportunity to work with a major market media group. Students are

given a handbook that will guide them through all departments of the industry. The SEU works with each student to establish a schedule and an outline of day to day work responsibilities. During this reporting period, one student from Indiana University Southeast completed the program.

**C. Job Fairs:**

The SEU participated in the following job fairs, where information about job vacancies were available. Applications were handed out & resumes were accepted.

1. On September 24, 2014 the SEU's HR Manager attended Job News Job Fair, Louisville, Kentucky
2. On March 12, 2015 the SEU's HR Manager attended a Job News Job Fair, Jeffersonville IN.
3. On March 25, 2015 SEU's HR Manager attended Job Fair at Western Kentucky University, Bowling Green, Kentucky.

**D. Education Institutions:**

1. On April 22, 2014 SEU's HR Manager attended the Internship Appreciation Luncheon at the University of Indiana Southeast. During Luncheon SEU's HR Manager has the opportunity to talk with students interested in Internship Programs.

**E. Job Bank 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 posed on websites to ensure broad internet recruitment. During this reporting period the following job banks has been used:

Kentucky Broadcasters Association

**F. Sponsor Community Event to Inform Public of Broadcasting Employment Opportunities:**

1. On February 27, 2015 the SEU held an Open House for job seekers to learn of employment opportunities available in the Louisville Market. Commercial radio spots as well as Facebook postings were run inviting job seekers to bring resumes in hand. Attendees were interviewed by General Manager or General Sales Manager. Resumes were accepted and applications were provided.

**G. Training Program to Enable Station Personnel to Acquire Skills for Higher Level Positions:**

1. The SEU has established a Training Program designed to enable station personnel to acquire skills that could qualify them for higher level positions. During this reporting period one part-time employee participated in this program to be trained for Traffic Assistant.

**H. Additional Activities:**

1. On December 17, 2014 Cub Scout Den 3, Pack 153 Lagrange KY toured our stations with General Sales Manager and Program Director and earned their Tiger Cub Badge.