

EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2021 through September 30, 2022

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
1	Graphic & Digital Media Coordinator	LinkedIn	06-07-22	2-7, 9-11, 14-23

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 5 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	Family First		5211 W. Laurel Street Suite 102 Tampa, FL 33607 marlene@familyfirst.net Contact: Marlene Nikolich	0
5	Trinity College		Dean of Student Development 2430 Welbilt Blvd. Trinity, FL 34655	0

			727-376-6911 Contact: Professor Al Depopoutot adepoutot@trinitycollege.edu	
6	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
7	Employment Support Program	* As of 6/26/19	Employment Coach Florida Guard and Reserve kbrown@interactivegov.com Contact: Kara Brown	0
8	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
9	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
10	Handshake		www.joinhandshake.com	0
11	Florida Association of Broadcasters		intern@fab.org www.fab.org	0
12	Sandler Training		3030 N. Rocky Point Dr. West Ste.100 Tampa, FL 33607 Contact: Jim Marshall	0
13	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

14	LinkedIn		www.linkedin.com	1
15	All Access		www.allaccess.com	0
16	Christian Chamber of Commerce		info@c3tb.org	0
17	Art Institute of Tampa		4401 North Himes Avenue Ste. 150 Tampa, FL 33614-7086 Center for Career Connections https://artinstituteedge.com/postjob	0
18	Full Sail University		https://fullsail-csm.symplicity.com/surveys/referral	0
19	ChristianJobs.com		Contact: Karen Davenport karen.davenport@salemmedia.com	0
20	Indeed.com		www.indeed.com	3
21	Careerbuilder.com		www.careerbuilder.com	0
22	ZipRecruiter.com		www.ziprecruiter.com	0
23	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
24	SEU Web Advertisements	0
25	Referrals	0
26	Radio Advertisements	0
27	Unsolicited	1
28	Internal Station Posting	0
29	Employee Referral	0
30	Glassdoor	0
31	Google +	0
Total Number of Interviewees		5

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) and the Director of Promotions and Marketing attended the Saint Leo University Business Week Career Fair. During the virtual event, job opportunities available at the SEU were discussed and job information was distributed.

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