

EEO PUBLIC FILE REPORT

For the reporting period of 10/01/14 through 09/30/15
Amended on March 17, 2017

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 |
|-------------------------------------|--------------------|------------------------------------|------------------------|-----|
| Pennsylvania Media Associates, Inc. | WBZW (AM) | Apopka, FL | 1185 | No |
| Pennsylvania Media Associates, Inc. | WTLN (AM) | Orlando, FL | 48731 | No |
| Salem Media of Illinois, LLC | WORL (AM) | Altamonte, FL | 21810 | No |
| Pennsylvania Media Associates, Inc. | 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:

| Job No. | Job Vacancy Title | Recruitment Source that Referred Hired Person | Date Filled | RS's Contacted to Fill Vacancy |
|---------|-------------------------------|---|-------------|--------------------------------|
| 1 | Director of Radio Luz Orlando | On Air Advertising | 3/6/15 | 1,3-9,11-12,14-16,18 |
| 2 | Administrative Assistant | Glass Door | 6/1/15 | 1,3-9, 11-16,18 |
| 3 | Account Executive | Pastor Email Blast | 6/1/15 | 1, 3-9, 11-12, 14-16,18 |
| 4 | Account Executive | Company Transfer | 7/26/15 | 1, 3-9, 11-12, 14-18, 21 |
| 5 | Board Operator | Internal Job Posting | 8/31/15 | 1,3-9, 11-12,14-16,18 |

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 22 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 | City of Orlando | | P.O. Box 4990, Orlando, FL 32801 407-246-2514 Peter Molores | |
| 2 | Craig's List | | www.orlando.craigslis.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 | Twitter | | Corporate Twitter | |

| | | | | |
|----|-------------------------------------|--|--|---|
| 7 | NAACP | | 3649 Old Winter Garden Rd Orlando, FL 32805 (407) 328-7496 Placement Director | |
| 8 | The Orlando Times | | 4403 Vineland Rd, Suite B-5 Orlando, FL 32811 407-841-3710 Business Manager | |
| 9 | Central Florida Employment Council | | Paulette Weir CFEC Director cfec@cfec.org 407.834.4223 | 1 |
| 10 | Employment Agency-Randstad US | | Livia G. Butek MC Staffing Manager 555 Winderley Place, Suite 127 Maitland, FL 32751 | |
| 11 | Rollins College | | 1000 Holt Avenue Winter Park, FL 32789 407-646-2395 Career Services | |
| 12 | University of Central Florida | | PO Box 160165, Orlando, FL 32816 407-823-2361 Rebecca Morales | |
| 13 | ChristianJobs.com | | www.ChristianJobs.com | 1 |
| 14 | Vocational Rehabilitation | | 3191 Maguire Blvd., Suite 240 Orlando, FL 32803, (407) 977-7552 George Drake | |
| 15 | Workforce One-Stop Career Center | | 707 Mendham Blvd., Suite 250 Orlando, FI 32825 407-531-1222 Career Services | |
| 16 | American Women in Radio & TV | | 1021 N Wymore. Road, Winter Park, FL 32789 407-370-5600 Placement Director | |
| 17 | Florida Association of Broadcasters | | www.fab.org Email: intern@fab.org | 0 |
| 18 | Salem Media Group | | 4880 Santa Rosa Rd, Camarillo, CA 93012 805-987-0400 Karen.Davenport@salemmedia.com | |
| 19 | Inside Radio | | P.O. Box 442 Littleton, NH 03561 (800) 640-8852 ads@insideradio.com | |
| 20 | Indeed.com | | www.indeed.com | 1 |
| 21 | LinkedIn | | http://www.linkedin.com/ | 5 |

| OTHER SOURCES OF INTERVIEWEES | | |
|--------------------------------------|--|-------------------------------|
| No. | Description of Other Sources | Number of Interviewees |
| 22 | On-Air Advertising – WBZW-AM WORL-AM WTLN-AM | 4 |
| 23 | Internal Company Transfer | 1 |
| 24 | Pastor Email Blast | 1 |
| 25 | Internal Job Posting | 1 |
| 26 | Glass Door | 1 |
| 27 | Career Builder | 2 |
| 28 | Central Florida's Job Fair | 1 |
| 29 | Other / Not Specified | 3 |
| Total Number of Interviewees | | 22 |

III. OUTREACH INITIATIVES

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

A. Job Fairs

1. April 1, 2015 a station representative attended the Central Florida's 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 9, 2015 a station representative attended the Governor's 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.

C. Job Banks and Internet Programs

1. The SEU participated in general outreach efforts by posting job notifications for an Account Executive position with the following:
 - Florida Association of Broadcasters
 - NAACP
 - American Women in Radio & TV