

EO PUBLIC FILE REPORT

For the reporting period of 10/01/15 through 09/30/16
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	Account Executive	Central Florida Employment Council	6/13/2016	1,3-9,11-12,14-18,20-21

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 9 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 Attn:Peter Moloress	
2	Craig's List		www.orlando.craigslist.org	
3	Florida Metropolitan University		5421 Diplomat Circle Orlando, FL 32810 (888) 741-4271 Attn: 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	2
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 Attn: Career Services	
12	University of Central Florida		PO Box 160165, Orlando, FL 32816 407-823-2361 Attn: Rebecca Morales	
13	ChristianJobs.com		www.ChristianJobs.com	
14	Vocational Rehabilitation		3191 Maguire Blvd., Suite 240 Orlando, FL 32803 (407) 977-7552 Attn: George Drake	
15	Workforce One-Stop Career Center		707 Mendham Blvd., Suite 250 Orlando, FL 32825 407-531-1222 Attn: 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	
18	Salem Media Group, Inc.		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	3
21	LinkedIn		http://www.linkedin.com/	4
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
	NONE			0
Total Number of Interviewees				9

III. OUTREACH INITIATIVES

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

A. Job Fairs

1. May 18, 2016 a station representative attended the Orlando Mayor'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 7, 2016 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

D. Additional Activities

1. On March 14, 2015, five (5) scouts from the Winter Garden Boy Scout Troop 210 visited the station to earn their Communications Badge. The SEU's Operations/Program Director gave a station and studio tour and discussed the creation of making a radio commercial. The scouts also observed the broadcast of a radio commercial.