

EEO PUBLIC FILE REPORT

For the reporting period of 2 / 1 / 17 through 1 / 31 / 18

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	KGBI-FM	Omaha, Nebraska	24713	N/A
Salem Media of Illinois, LLC	KCRO(AM)	Omaha, Nebraska	54902	N/A
Salem Communications Holding Corporation	KOTK(AM)	Omaha, Nebraska	50307	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:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Advertising Sales Consultant	Salem Website	5/15/17	1-20
2	Advertising Sales Consultant	Indeed.com	6/30/17	1-20
3	Production Director	Employee Referral	3/1/17	1-20
4	General Manager	Employee Referral	8/16/17	1-20

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 35 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	Bellevue University	Email: careerservices@bellevue.edu	
2	Buena Vista University	Email: careerservices@bvu.edu	
3	Chadron State College	Email: jhartman@csc.edu	
4	College of Saint Mary	1901 S. 72 nd Street Omaha, NE 68124 Email: applicant@csm.edu	
5	Creighton Career Service Office	Email: careercenter@creighton.edu	
6	Hutchinson Community College	Email: info@hutchcc.edu	
7	InRoads/Greater Omaha, Inc.	2223 Dodge Street, 10th Floor Omaha, NE 68102 Email: info@inroads.org	

8	Iowa Western Community College		Email: krichter@iwcc.edu	
9	Kaplan University		Email: techsupport@kaplan.edu careerservices@kaplan.edu	
10	Morningside College		Email: hays@morningside.edu	
11	Nebraska Broadcasters Association		11414 W Center Rd.. Ste 342 Omaha, NE 68144 Jim Timm Email : jim@ne-ba.org	
12	Nebraska Wesleyan University		Email: career@nebrwesleyan.edu	
13	Northeast Community College		Email: terrih@northeast.edu	
14	University of Nebraska at Kearney		Email: careerserv@unk.edu	
15	University of Sioux Falls		Email: career@siouxfalls.edu	
16	Wayne State College		Email: careerservices@wsc.edu	
17	Western Iowa Tech. Comm College		info@witcc.edu	
18	Salem Media Group, Inc. (incl Facebook, Twitter and Linked In Accounts)		4880 Santa Rosa Road Camarillo. CA 93072 www.salemmedia.com Contact: Karen Davenport	13
19	Christian Jobs		Christianjobs.com	3
20	Zip Recruiter		www.ziprecruiter.com	1
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
21	AllAccess.com			1
22	Employee Referral			7
23	Other			10
Total Number of Interviewees				35

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 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.

B. Job Banks and Internet Programs

The SEU 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. During the reporting period, the following web sites have been used:

1. Nebraska Broadcasters Association – www.ne-ba.org

C. Co-Sponsor Job Fair

On March 22nd, 2017 the SEU both co-sponsored and attended the annual 2017 Grace University Employment Fair. The SEU promoted the event with on-the-air announcements. Invitation flyers announcing that Grace University and Salem Media Group were hosting this job fair were distributed to vendor organizations and were posted on the SEU's station websites. At this event, the SEU collected resumes and presented students with information about careers in radio.

D. Participation in Scholarship Program

1. The Nebraska Broadcasters Association asked our SEU to participate in the EEO Scholarship program. The SEU participated by airing commercials January 1, 2017 through February 28, 2017 telling students about two \$1500 scholarships to be used toward a Broadcasting degree. The Business Manager participated in the preliminary judging of entries between March 16, 2016 and March 27, 2017.

E. Other Initiatives

1. Sales Manager attended the 19th Annual Cline Williams' Employment Law Forum in Omaha on September 19, 2017. The forum covered topics on ADA, FMLA, Wage and Hour, and Employment Law, Immigration Laws and Managing Information Security Risks.

