

EEO PUBLIC FILE REPORT

For the reporting period of 08/01/15 through 07/31/16

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 Media of Illinois, LLC	WIND (AM)	Chicago, IL	67068	N/A
Salem Media Group, LLC	WYLL (AM)	Chicago, IL	28630	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	Manager, Sales and Ministry Development	salemmedia.com	8/3/2015	1, 2, 3, 5, 7, 10
2	Account Executive	salemmedia.com	11/16/2016	1, 2, 3, 5, 7, 10
3	Account Executive	salemmedia.com	1/11/2016	1, 2, 3, 5, 7, 10
4	Account Executive	salemmedia.com	06/06/2016	1, 2, 3, 5, 7, 10
5	Technical Producer	salemmedia.com	1/11/2016	1, 2, 4, 5, 6, 7, 10
6	Production Director	allaccess.com	4/18/2016	2, 3, 5, 6

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 123 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	Salem Media Group, Inc.		4880 Santa Rosa, Camarillo, CA Karen Davenport, 805-987-0400 salemmedia.com	24
2	All Access		289955 Pacific Coast Hwy, Malibu, CA 310-457-6616 Allaccess.com	9
3	Illinois Department and Employment Security		33 S State St, Chicago, IL 800-247-4984	2
4	Illinois Center for Broadcasting		455 Eisenhower Ln #200, Lombard, IL 630-916-1700	6
5	ChrisitanJobs.com		111 Virginia St, Suite 500, Richmond VA 23219	0
6	Columbia College		600 S Michigan Ave, Chicago, IL 312-663-1600	0

7	Elmhurst College		190 Prospect Ave, Elmhurst, IL 630-617-3190	2
10	Chicagoland Media and Radio		430 S Michigan Ave, Chicago, IL 312-341-3500	6
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
11	Employer Solicited Candidate (through employer's facebook, twitter accounts)			5
Total Number of Interviewees				54

III. OUTREACH INITIATIVES

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

A. Events with Educational Institutions

1. 02/02/2016 The SEU's PM Host spoke to students at Cedarville University about a career as an on-air host.
2. 02/04/2016 The SEU's PM Host spoke to students at Ohio State University about a career as an on-air host.
3. 04/16/2016 The SEU's PM Host spoke to students at Florida State University about a career as an on-air host.
4. 04/21/2016 The SEU's PM Host spoke to students at Harold Washington College about a career as an on-air host.
5. 04/30/2016 The SEU's PM Host spoke to students at Liberty University about a career as an on-air host.

B. Trained Managers in EEO and Compliance

Salem's Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Power Point presentations, which includes review and discussion of EEO policies and compliance. The office manager routinely communicates with the General Manager and other management team members to keep all employees apprised of the company and station's policy on equal employment opportunity.

C. Job Fairs

The SEU attended the following job fairs, where open job descriptions were available for attendees to consider and resumes were accepted.

1. Business Manager and Promotions Coordinator participated in the Willow Creek job fair on October 7, 2015.

2. Business Manager and Promotions Coordinator participated in the Willow Creek job fair on March 3, 2016.
3. Business Manager and Promotions Manager participated in the Illinois Media School – Lombard Campus job fair on April 6, 2016.
4. Business Manager and Promotions Manager participated in the Illinois Media School – Chicago Downtown Campus job fair on April 7, 2016.

D. Other Activities

The SEU's Promotions department hosted tours of the radio stations to provide information about radio broadcasting. During the reporting period, the Promotions Department conducted these tours for the following groups:

1. 01/19/2015 Mount Prospect Pack 25 Tiger Den
2. 04/01/2015 Cub Scouts
3. 05/23/2015 Palatine Pack 282 Den 8
4. 03/03/2016 Barrington Pack 69
5. 05/13/2016 Bensonville Troop 54
6. 5/25/2016 Clearbrook People with Disabilities