

EEO PUBLIC FILE REPORT

For the reporting period of 04/01/2006 through 03/31/2007

Prepared by: David W. Ziebell – General Manager, Salem Media of Texas
South Texas Broadcasting

Parent License Name: Salem Media of Texas, Inc.
Station Call Letters: KSLR AM 630 and KLUP AM 930
(Licensee / Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
KLUP AM 930	34975	Commercial	Terrell Hills, Texas	N/A
KSLR AM 630	58634	Commercial	San Antonio, Texas	N/A

A. The following is a list of all vacancies for full-time jobs filled during the reporting period:

1.	Receptionist/Admin Assistant	April 2006 March 2007	March 2006 March 2007
2.	Account Manager(s)	May 2006 June 2006 July 2006 August 2006	June 2006 July 2006 July 2006 August 2006
3.	Board Operator(s)	June 2006 September 2006 October 2006 February 2007	June 2006 October 2006 November 2006 February 2007
4.	Internship	March 2006	March 2007

B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

Recruitment Source	Address	Contact Person	Telephone Number
Website	<ul style="list-style-type: none"> www.kslr.com, www.klup.com www.salemcommunications.com 	Jan Johnson or David Ziebell	210-344-8481
Newspaper	<ul style="list-style-type: none"> San Antonio Express News LaPrensa 	Classifieds Employment section	N/A
Employee Referral	N/A	N/A	N/A
Inside Radio	Their website www.insideradio.com	N/A	N/A
On Air	KSLR AM 630 and KLUP AM 930	Baron Wiley	210-344-8481
Local Business and educational institutions *	Sent to 19 local businesses and colleges with media classes	See Attached	See Attached
National Websites	www.christianjobs.com www.salem.cc	Lisa Fife Audrey Pillow	804.768.9404 x139 805-987-0400
Texas Workforce	www.workintexas.com	N/A	N/A
Texas Broadcast Assn	Attended trade show on the campus of University of Texas Campus Jan 07		

C. The following is a list of recruitment sources, which provided the hire for each position filled during the reporting period:

	Recruitment Source
Receptionist/Admin Assistant	On air recruitment, Express News, KSLR and KLUP website, Work in Texas website
Account Manager(s)	See attached list where position was posted, KSLR and KLUP website, on air.
Board Operator(s)	On Air recruitment, see attached list where position was posted, KSLR AND KLUP website
Internships	See attached list where Internship position was posted, KSLR AND KLUP WEBSITE.

D. During the reporting period, there were a total of 27 people interviewed for vacancies for full and part time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
News Media – National Trade email Call ins	3

Website of KSLR or KLUP radio	9
Walk up	
Heard on KSLR OR KLUP on air	11
Christian Jobs website	0
Work in Texas website	2
Employee referral	2
In house referral	0

E. During the reporting period, the station employment unit engaged in the following initiatives:

1. **Internship** – This is an ongoing position that we recruit for from local colleges and schools that have a media department. Many referrals come from these sources. We continue to provide the opportunity for Internships from Media outlets from local and area colleges.
2. **Open House – February 15th, 2007** - This was an excellent resource to get information out about our station and the positions we have open. Our goal was to have the community learn more about our station, the staff, our vision statement and the positions we have open. All management and salaried staff participated by taking interested parties on tours and from this we received 5 good applications and 5 of those were interviewed for open positions.
3. **Job Fair – February 9th, 2007** – This was the Texas Association of Broadcasters Annual Job Fair and was attended by the Human Resources Manager and the General Sales Manager in Austin. It was held on the campus of the University of Texas campus. Approximately 150 were in attendance.
3. **Management Training** – Employment Law Training (E.L.T.) is an ongoing Salem Communications Training program for all Management Personnel. See attached listing for names and dates of training for KLUP AND KSLR RADIO.

Name of Respondent:

Signed: *Signature on File*

Typed Name: David W. Ziebell

Title: General Manager

Date:

Telephone No. 210-344-8481, ext 105