

EEO PUBLIC FILE REPORT

For the reporting period of 12 / 01 / 04 through 11 / 30 / 05

Prepared by: Mike Moran
(Licensee/Permittee)

This report covers the following employment unit:

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<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WNIV	23607	AM	Atlanta, GA	No
WLTA	42660	AM	Alpharetta, GA	No
WAFS	72111	AM	Atlanta, GA	No
WGKA	65976	AM	Atlanta, GA	No
WFSH	56390	FM	Athens, GA	No

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

	Job Title	Date Open	Date Filled
1	Marketing Consultant	4/23/04	1/31/05
2	Marketing Consultant	3/1/05	4/18/05
3	Marketing Consultant	6/1/05	7/11/05
4	Promotions Manager	3/1/05	4/11/05
5	Assistant Chief Engineer	7/25/05	8/1/05
6	Sales Assistant	11/08/04	12/27/05
7	Sales Assistant	12/06/04	1/24/05
8	Traffic Assistant	12/14/04	1/10/05

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
1. Atlanta Journal Constitution	Atlanta, GA		404-526-7149
2. Moody Alumni Association*	moodyalumni.org	Career Bulletin	
3. Atlanta Urban League	Fax: 404-659-5326	Career Services	404-659-1150
4. Georgia State University	Fax: 404-651-3619	Placement Ctr	404-651-2223
5. The Business Forum of Atlanta	Fax: 404-767-3170	Career Services	404-767-0066
6. Atlanta Daily World	Fax: 404-659-4988	Career Services	404-659-1110
7. Atlanta Business Leagu3	Fax: 404-584-0445	Career Services	404-584-8156
8. Atlanta Metro College	1630 Stuart Ave,Atl	Career Services	404-756-4491
9. Atlanta Voice	633 Pryor St. Atl	Career Services	

10. Atl Univ Ctr (Clark Morehouse, Spellman)	440 Westview Dr. Atl	Career Services	404-523-5157
11. Foundation for Minority Interests	825 7th Ave, NY	Career Services	212-456-1992
12. GA Association of Broadcasters	8010 Roswell Rd. Atl	Career Services	
13. Latin American Association	2665 Buford Hwy, Atl	Career Services	
14. NAACP (ATL Career Placement)	551 Houston St. Atl	Career Services	
15. National Council of Negro Women	1355 MLK Jr. Dr., Atl	Career Services	
16. Univ of GA	Clark Howell Hall	Career Services	

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

Job Title	Recruitment Source
Marketing Consultant	Unsolicited Resume
Marketing Consultant	Walk In
Marketing Consultant	Employee Referral
Promotions Manager	Website
Assistant Chief Engineer	Other
Sales Assistant	Unsolicited Resume
Sales Assistant	Employee Referral
Traffic Assistant	General Circulation Newspaper

D. During the reporting period, there were a total of 64 people interviewed for vacancies for full-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>
1. General Circulation Newspaper	9
2. Employee Referral	13
3. Atlanta Urban League	3
4. Unsolicited Resume	18
5. Industry Referrals	3

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

Internship Program: The employment unit conducts an active and on-going internship program giving training and “real world” exposure to area college students. The program has included students from University of Georgia; Kennesaw State University; Georgia State University; Berry College; and others. Some students who have participated in this program have progressed to part-time paid positions with the employment unit in the areas of on-air production and operation and promotions assistance.

Station Website: The employment unit also advertises openings on WNIV.com. And receives referrals from the company website – <http://www.salem.cc/>.

Online Training: All management staff members company-wide were required to participate in 4 on-line training sessions covering a variety of employment related issues from the Employment Law Learning Technologies Institute. One of the 4 modules was focused entirely on equal employment law and regulations.

Ethics Hotline: The Salem Corporate office implemented an “Ethics Hotline” where employees may report any known or suspected EEO violations. The hotline allows employees to remain anonymous. All complaints are forwarded to the appropriate personnel in corporate human resources and/or the legal department.

Code of Ethical Conduct: The employment unit’s EEO policy is included in the Employee Handbook and Employee “Code of Ethical Conduct” which is given to all new employees upon hire and was re-issued with modifications to all existing employees in 2003. Both documents require a signed acknowledgement receipt form from the employee.

EEO Laws Posted: The SEU maintains posters in areas accessible to all employees that set forth all EEO laws required to be posted under applicable state and federal law.

Job Postings: All job postings with the company’s EEO statement are posted on the company’s intranet and Salem public website and employees are instructed to go to these sites for all available job opportunities.

F. Communication of EEO policies and program to outside applicants:

- Stations participated and manned a table at a job fair (sponsored by the Georgia Association of Broadcasters) February 9, 2005 at The Tate Center located in Athens, Georgia.

Name of Respondent:

Signed: _____

Typed Name: Mike Moran

Title: General Manager

Date:

Telephone No. 404-365-0970