

EEO PUBLIC FILE REPORT – KKHT/KTEK/KNTH

April 1, 2007 – March 31, 2008

Prepared by: Chuck Jewell, General Manager

Parent License Name: South Texas Broadcasting, Inc. /Salem Media of Illinois, LLC

(Licensee/Permittee)

This report covers the following employment unit:

Call Sign	Facility ID	Type of Station	Location	LMA
KKHT	57801	FM	818 Highway 124 Winnie, TX 77665	
KTEK	10827	AM	6161 Savoy, Ste. 1200 Houston, Texas, 77036	
KNTH	61174	AM	6161 Savoy, Ste. 1200, Houston, Texas, 77036	

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

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1. Sales- KNTH	3/21/07	5/30/07
2. Sales- KKHT	5/10/07	8/06/07
3. Sales- KNTH	6/01/07	8/06/07
4. Sales- KKHT	7/17/07	8/06/07
5. Sales- KKHT	8/17/07	10/01/07
6. Business Manager- CLUSTER	9/06/07	10/01/07
7. Traffic Director- CLUSTER	9/10/07	10/01/07
8. Program Director- KNTH	10/01/07	10/05/07
9. Sales- KNTH	10/11/07	10/29/07
10. Sales- KNTH	12/28/07	2/19/08
11. Sales- KNTH	2/04/08	3/10/08
12. Engineer- CLUSTER	2/06/08	5/05/08
13. Sales	3/24/08	Pending

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	Phone
NAB www.nab.org	1771 N. Street NW Washington, DC 20036	Career Center	202-429-5497 202-429-3923
Diversity City Media	750- Q Cross Pointe Rd. Columbus, OH 43230		866-910-4277
American Women in Radio & Television, Inc. www.awrt.org	8405 Greensboro Dr., Ste 800 McLean, VA 22102	info@awrt.org.	703-506-3290 703-506-3266
Asian American Journalists www.aaja.org	1182 Market St., Ste 320 San Francisco, CA 94102	Francis Achonolog Human Re.	415-346-2051 415-346-6343
The Association for Women in Communications www.womcom.org	3337 Duke St. Alexandria, VA 22314	info@womcom.org	703-370-7436
California Chicano News Media Association www.ccnma.org	3005 Grand Ave. #3950 Los Angeles, CA 90071-3175		213-437-4408
Employer Assistance & Recruiting Network(EARN)	earn@earnworks.com	www.earnworks.com	1-866-327- 6669

Exhibit 1

International Women's Media Foundation www.iwmf.org	1625 K. St. NW #1275 Washington, DC 20006	info@iwmf.org	202-496-1992
National Association of Black Journalists	University of Maryland 8701 A - Adelphia Rd. Adelphia, MD 20783	Various Chapters in Texas locations	301-445-7100 301-445-7101
Native American Journalist Assoc. www.naja.com	555 Dakota St. Vermillion, SD 57069	www.info@naja.com	605-677-5282 866-694-4264
Texas Assoc. of Broadcasters	502 E 11th St. Austin, TX 78701	www.tab.org	512-322-0522
Texas Workforce Commission Hire Texas	101 E. 15th Street, #116T Austin, TX 78778-001	Hire.texas@twc.state.tx.us	
Houston Area Urban League	1301 Texas Ave. Houston, TX 77002	Carolyn Rose	713-393-8700 713-393-8725
Houston Baptist University	7502 Fondren Rd Houston, TX 77074-3298	Career Services www.collegecentral.com/hbu	281-649-3359
*Houston Community College	Job Placement 5601 West Loop South #114 Houston, TX 77081	Carolyn Davis or Eunice Stephens	713-718-7718 713-718-7715
*Houston Area Urban League	1301 Texas Avenue Houston, TX 77002	Eric M. Goodie Director of workforce Development	713-393-8700
Salem Communications	48800 Santa Rosa Rd. Camarillo, Ca 93012	www.salem.cc Audrey Pillow	805-987-0400 Ext. 1036
University of Houston www.uh.edu	613 Agnes Arnold Hall Houston, TX 77204-3000	Cornelius Johnson Class Career Services Center chjohnso@Central.UH.EDU	713-743-3298
Christian Jobs.com	Christian Jobs Online, Inc. 9401 Courthouse Rd. Suite300 Chesterfield, Virginia 23832	Lisa Fife 111 Virginia Street, Suite 500 Richmond, VA 23219 lisa@staff.salemwebnetwork.com	804.205.9739
Company Website/ On-Air Ads/ Bulletin Board	6161 Savoy suite 1200 Houston, TX 77036	www.kkht.com , www.knth.com	713-260-3600

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
Sales- KNTH	Radio Ad
Sales- KKHT	Website
Sales- KNTH	Radio Ad
Sales - KKHT	Radio Ad
Sales- KKHT	Referral
Business Manager- CLUSTER	In House
Traffic Director- CLUSTER	In House
Program Director- KNTH	In House Promotion
Sales- KNTH	Referral
Sales - KNTH	Website
Sales- KNTH	Website
Engineer- CLUSTER	Website
Sales- KNTH	Pending

Exhibit 1

D. During the reporting period, there were a total of 101 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.

Recruitment Source	Total Number of Interviewees
Fax/Phone Interviews	6
Internet Job Banks- NAB, TAB, Monster etc...	54
College/University/Trade School	3
Minority Organization	0
Radio Ad	24
Employee Referral	7
In House	3
Other	4

E. During the last 2 years, the station employment unit engaged in the following initiatives.

1. **Job Fairs**

- HCC Job Fair – Houston Community College Stafford Campus- November 1, 2007. Received resumes and applications.
- HCC Job Fair – Houston Community College Alief Campus- November 15, 2007, candidates were informed that Salem was actively seeking candidates for Sales and Part time on-air positions.

2. **E.L.T. Training**

The Salem Corporate VP of Human Resources conducts monthly HR Network Training session via teleconference and PowerPoint presentation. During this reporting period, the office manager of the station(s) participated in an EEO and Workplace Harassment presentations. The office manager routinely communicates with the General Manager and other management team members to keep all apprised for the company and station's policy on equal employment.

The employment unit participates in an on-line program entitled "Employment Law Training" (E.L.T.) which is an ongoing training program for all management personnel that are hired during the reporting period. Training modules included "Lawful Hiring", "Equal Employment" Workplace Harassment" and Lawful Terminations".

3. **Job Bank Outreach**

Salem Communications have and still are participating in posting jobs when vacant in various internet job banks. (TAB, NAB, Earn Works, Christian Jobs Online, Monster.com).

Name of Respondent: South Texas Broadcasting, Inc. /Salem Media of Illinois, LLC

Signed: _____
Chuck Jewell
General Manager

Date: March 31, 2008