

EEO PUBLIC FILE REPORT

For the Reporting Period from 12/1/07 – 11/30/08

Prepared by: John Hunt, General Manager
Salem Communications
Common Ground Broadcasting, Inc., KKMS (AM), KYCR (AM)
Salem Media Group, LLC, WWTC (AM)

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>
KKMS	18518	AM	Richfield, MN
KYCR	10828	AM	Golden Valley, MN
WWTC	9676	AM	Minneapolis, MN

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

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1. General Sales Manager	10/1/07	1/1/08
2. Production Director	11/1/07	12/31/07
3. Account Manager	11/12/07	5/7/08
4. Account Manager	11/12/07	5/7/08
5. Account Manager	9/1/08	10/31/08

B. During the reporting period, the following recruitment sources were contacted for the above vacancies. Those with an asterisk were organizations that requested to be contacted as job openings occurred.

Recruitment Source	Address	Contact Person	Numbers/Email and/or Faxes
All Stations	On Air Ad Job Announcements and Employee Referrals	N/A	Production
American Indian Opportunities Industrial Centers	1845 East Franklin Avenue Suite 314 Minneapolis, MN 55404	Don Clark	612 341 3358 Fax: 612 341 3766
Bethel College Career Services	3900 Bethel Drive St. Paul, MN 55112	Career Services	651 638 6460 Fax: 651 635 1467
Brown College*	1440 Northland Drive. Mendota Heights, MN 55120	Karol Baumeister	651 905 3400 Fax: 651 905 3550
Center for Asians and Pacific Islanders	3702 East Lake Street Suite 200 Minneapolis, MN 55406	Kim Tvan	612 721 0122 Fax: 612 721 7054
Concordia College	275 North Syndicate St. St. Paul, MN 55104	Rosemary Braum	651 641 8708 Fax: 651 649 0207
Council on Black Minnesotans	2233 University Avenue West Suite 420 St. Paul, MN 55114	Nedra Hinson	651 642 0811 Fax: 651 643 3580
Dakota County Technical College	1300 145 th St. East, Rosemount, MN 55068	Ramie Chackan	651 423 8450 Fax: 651 423 8416
Employment Action Center	900 20 th Ave South. Mpls, MN 55404	Kellie Dillner	612 752 8634 Fax: 612 752 8801
H.I.R.E.D.	1200 Plymouth Ave N Minneapolis, MN 55411	Gary Zaimont	612 302 8507
Hennepin Technical College	9000 Brooklyn Blvd Brooklyn Park, MN 55445	Cheryl Benkofske	952 995 1300 Fax: 763 488 2953
Inver Hills Community College	2500 E 80 th St. Inver Grove Heights, MN 55076	Amanda Jaworski	651 450 8500 Fax: 651 450 8677
Macalester College Career Development	1600 Grand Avenue St. Paul, MN 55105	Linda Schindler	651 696 6384 Fax: 651 696 6131
Minneapolis Urban League	2000 Plymouth Ave N., Minneapolis, MN 55441	Sara Swins	612 302 3111 Fax: 612 521 8513
Minnesota Broadcasters Assoc.	3003 Excelsior Blvd Ste 301, Mpls, MN 55416	Sue Nelson	612 926 8123 Fax: 612 926 9761
Minnesota Dept of Economic Security*	390 N. Robert Street 5 th Floor, St Paul, MN 55102	www.mnworkforcecenter.org	N/A
MN Dept of Economic Development	2900 W Cty Rd 42, Burnsville, MN 55306	Shirley Barthel	1 888 438 5627
NAACP- St. Paul	375 N. Oxford St., St. Paul, MN 55104	Nathaniel Khaliq	651 649 0520 Fax: 651 227 6962
NAACP-Minneapolis	310 East 38 th St. Minneapolis, MN 55409	Beverly Thompson	612 822 8205
Northwestern College Career Center	3003 North Snelling Ave. Roseville, MN 55113	Diann Lloyd	651 631 5265 Fax: 651 631 5582
St. Paul Urban League	401 Selby Ave St. Paul, MN 55102	Randy Parker	651 224 5771 Fax: 651 224 8009
University of St. Thomas*	2110 Summit Avenue #5020, St. Paul, MN 55105	Ginny Nelson	651 962 6761
Upper Midwest American Indian Center*	1035 West Broadway, Minneapolis, MN 55411	MaryBeth Thunder	612 522 4436 Fax: 612 522 8855
Working Opportunities for Women*	1295 Bandanna Blvd Ste 110, St. Paul, MN 55114	Christina Troxel	651 647 9961 Fax: 651 647 1424

C. The following is a list of full-time jobs, as shown in section A above, and the recruitment sources which provided the hire for that position during the reporting period:

<u>Job Title</u>	<u>Recruitment Source</u>
1. General Sales Manager	WWTC RADIO AD
2. Production Director	Referral
3. Account Manager	WWTC RADIO AD
4. Account Manager	Christianjobs.com
5. Account Manager	WWTC RADIO AD

D. During the reporting period, there were a total of 32 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by recruitment source shown in Section B above:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
On Air Advertising	18
Web Site Posting - WWTC	2
Referral	5
Internet	6
Internal	1
TOTAL:	32

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

1. On the job training: The employment unit provided on-the job training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training provided opportunities for staff members to be equipped for higher level positions.

2. Workshops and Broadcast Activities: The employment unit was involved in several workshops and seminars during the reporting period.

- Production Director – speaking engagement at Northwestern college students covering various aspects of the business of production in the broadcast field on April 29, 2008.

- General Manager – hosted a “Share or Experience Seminar” on April 17, 2008. The topics discussed were growing current and potential client’s businesses in the broadcasting industry.

- Business Manager – attended National Association of Broadcaster seminar to learn more regarding Political Broadcasting requirements in addition to EEO requirements. This was held October 29, 2007 at the University of MN and hosted by Minnesota Broadcasters Association.

- Account Manager – was the appointed speaker at the Business Women’s Network group on October 8, 2008. The topic discussed included various opportunities to get involved with local broadcasting.

3. Job banks and internet programs: The employment unit participated in job banks and Internet programs designed to provide general information about opportunities in broadcasting and to encourage minorities and woman to consider future employment. All upper level openings have been posted on web sites and sent to ten organizations to ensure broad and inclusive outreach. In the reporting period the following web sites have been used:

KKMS Radio ~ www.KKMS.com,

The Patriot Radio Station ~ www.am1280thepatriot.com

Salem Communications ~ www.Salem.cc

All Access ~ www.allaccess.com

Minnesota’s Job bank ~ www.mnworks.org

His Air ~ www.Hisair.net

TV and Radio Jobs ~ www.TVandradiojobs.com

RR Online ~ www.radioandrecords.com

Christian Jobs ~ www.Christianjobs.com

Mainstreet Marketing - <http://www.main-st.net/contact.htm>

National Association of Broadcasters ~ www.nab.org/bcc/personnel

4. Internship Program: The objective of this program is to allow students the chance to work with a major market media group. Through this experience the student is able to learn more about the broadcasting industry and better evaluate if it s a career path they would choose. During the 1st and 2nd quarter of 2008 two students from Brown College worked directly with the operations department at the station.

5. Community Event Sponsorships: Sponsored two events that provided information to the public as to employment opportunities in broadcasting. Lunch and Learn Events were held at the employment unit on April 29, 2008

and August 14, 2008. This is a meeting set up to introduce Radio Ministry opportunities to local Pastors/Churches.

On June 10, 2008 and November 18, 2008 – the business unit hosted Christian Business Network Lunches. These meetings offered a means for the local community to learn more about the broadcasting employment opportunities as well as other business networking options.

6. EEO Management Training Re: EEO – The Salem Corporate Human Resources Manager conducts monthly HR Network Training sessions via teleconference and PowerPoint presentations. During this reporting period, the business manager of the business unit participated in an EEO Compliance presentation. The business manager routinely communicates with the General Manager and other management team members to keep all apprised of the company and the station's policy on equal employment. The business 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 include "Lawful Hiring", "Equal Employment", "Workplace Harassment" and "Lawful Terminations".

Name of Respondent: Salem Communications
Common Ground Broadcasting
KKMS-AM, KYCR-AM, WWTC-AM

Signed: _____

Typed Name: John Hunt

Title: General Manager

Date: November 30, 2008

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