

EEO PUBLIC FILE REPORT

For the reporting period of **04/01/2007** through **03/31/2008**

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:

	POSITIONS OPEN/POSTED	DATE INTERVIEWED	DATE HIRED
1	Account Manager(s)	6/22/2007 2/1/2008	9/4/2007 2/11/2008
2	Board Operator(s)	4/9/2007 4/24/2007 6/10/2007 11/2/2007	5/8/2007 8/24/2007 11/19/2007
3.	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	Posted all job openings on T.A.B website	Teresa McAnally	(512) 322-9944

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

	Recruitment Source
Account Manager(s)	See attached list where position was posted, KSLR and KLUP website, and spots were run on the air.
Board Operator(s)	On Air recruitment, see attached list where position was posted, KSLR AND KLUP website and spots were run on the air
Internships	See attached list where Internship position was posted, KSLR AND KLUP WEBSITE.

- D. During the reporting period, there were a total of 18 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	0
Call ins	1
Website of KSLR or KLUP radio	4
Walk up	1
Heard on KSLR OR KLUP on air	4
Christian Jobs website	0
Work in Texas website	5
Employee referral	1
In house referral	2

- 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 – May 6th, 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 2 applicants and 1 was hired for the position of Board Operator.
3. **Job Fair – March 30th, 2008** – This was held at the administrative offices of KSLR AND KLUP radio. On air spots were run, posting on www.kslr.com and www.klup.com websites. The Open House was held from 10am-2pm. A total of 2 applicants came to complete applications – 1 for board operator and 1 for management position.
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

KSLR AND KLUP RADIO - 2007-2008 EEO REPORT - LISTING OF BUSINESSES JOB POSTING

<u>COMPANY</u>	<u>DEPARTMENT</u>	<u>ADDRESS</u>	<u>SUITE</u>	<u>CITY, STATE</u>
Texas Workforce Employer Services	TWC Operations	8323 Culebra	Suite 102	San Antonio, Tex
Alamo Workforce Development, Inc	Linda Roberts	115 E. Travis	Suite 220	San Antonio, Tex
Workforce Commission Programs		3300 Nacogdoches	Suite 140	San Antonio, Tex
University of Texas at San Antonio	Communications Department	6900 North Loop 1604		San Antonio, Tex
San Antonio College	Communications Department	1300 San Pedro		San Antonio, Tex
University of Incarnate Word	Communications Department	4301 San Pedro		San Antonio, Tex
St. Mary's University	Communications Department	One Camino Santa Maria		San Antonio, Tex
Trinity University	Communications Department	715 Stadium		San Antonio, Tex
Women's Chamber of Commerce		112 E. Pecan Street		San Antonio, Tex
Women's Club of San Antonio		1717 San Pedro		San Antonio, Tex
Goodwill of San Antonio		406 W. Commerce Street		San Antonio, Tex
Hispanic Chamber of Commerce		318 W. Houston Street		San Antonio, Tex
Hispanic Community Center		533 N. General McMullen		San Antonio, Tex
La Prensa Newspaper	Employment Section	320 South Flores Street		San Antonio, Tex
San Antonio Express News	Employment Section	P O Box 2171		San Antonio, Tex
Goods Entertainment	Employment Section	Adam@GoodsEntertainment.com		
SA Beacon	Classifieds	85 North Loop 410	Suite 221	San Antonio, Tex
SA Worship	Classifieds	19206 Huebner Road	Suite 201	San Antonio, Tex
SA Goodnews	Classifieds			
Work in Texas website		www.workintexas.com		
Christian Jobs website		www.christianjobs.com		
KSLR website		www.kslr.com		
KLUP Website		www.klup.com		
T.A.B.	Job listings	www.tab.org		Austin Tx