



EEO PUBLIC FILE REPORT

For the Period July 1, 2009 – September 30, 2009

Prepared by: Salem Media of Kentucky, Inc.
(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>
WFIA-AM	55504	AM	Louisville, KY	
WFIA-FM	48371	FM	New Albany, IN	
WGTK-AM	63936	AM	Louisville, KY	

A. The following is a list of all vacancies for full-time jobs during the reporting period July 1, 2009 – September 30, 2009

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
Account Executive	1/005/09	Open
Program Director	New Position	8/13/09

B. During the reporting period July 1, 2009 – September 30, 2009 the following recruitment sources were contacted as vacancies for full-time jobs opened.

Recruitment Sources	<u>Address</u>	<u>Contact Person</u>	Telephone Number
University Of Louisville Intern Program	Department of Communication Louisville, Kentucky 40292	Gregg Lichty Greg.lichty@louisville.edu	502-852-7997

Job New Job Fair	Papa John's Stadium 2800 South Floyd Street Louisville, Kentucky 40209	Andy Dietz	502-412-7500 Jobnewslouisville.com
Sullivan University	3101 Bardstown Rd, Louisville, KY	Mike Cook	502- 456-6504
Randstad Work Solutions	305 West Broadway Louisville, KY 40202	Dana M. Wessel	502-583-1237
Community Alternatives	175 Market Place Dr. Louisville, KY 40229	Valerie Bates www.ResCare.com	502-955-6166
U of K Career Services	408 Rose Street Lexington, KY 40506	Mary Ann Crawford	502-852-0244
WGTK/WFIA	Salem Radio 9960 Corporate Campus Dr Louisville, KY 40223	Patty Copass	502-423-3122
Spalding University Career Services	852 South 4 th Street Louisville, KY 40203	Career Services	502-585-9911

- C. The following is a list of the services for full-time jobs shown in section A above and the recruitment source which provided the hiree for that position:

<u>Job Title</u>	<u>Recruitment Source</u>
Account Executive	Not filled
Program Director	Promoted from within

- D. During the reporting period July 1, 2009 to September 30, 2009 there was a total of 2 persons 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>
Referral	1
Job Fair	1

- E. During the Third Quarter, The Station Employment Unit engaged in the following initiatives:

- The Sales Management Team conducts on-going training program for the entire sales force in an effort to increase their knowledge of broadcasting and the market in which they serve. This meeting is held once a week.
- Salem Corporate conducts monthly Human Resources Network Calls. The first call of the quarter was held on July1, 2009. The network agenda included recertification of the company handbook, current HIPAA Notice & changes made to company's 401k plan. On August 17th HR Manager participated in HIPAA Privacy Awareness Training, HR Network calls were also held in August and September
- On July 15, 2009 Salem Corporate conducted a GM training Network call on FCC EEO Requirements. The following is a list of requirements that were discussed on this call:
 - Recruitment
 - Publicizing Vacancies
 - Notice to Community Groups
 - Outreach Initiatives
 - Program Review
 - Recordkeeping
 - Annual Public File Report
 - FCC Mid-Term Report
 - FCC Audits
- On August 12th corporate conducted same training as July 15th training with GMs with Salem HR Managers
- On Friday September 18th, HR Manager met with Valerie Bates of Community Alternatives to discuss options on how we can partner with CAKY in training their student interested in communications through Station's Internship program or Mentoring Program. Our stations would serve as a training post for those student interested in communications. At the end of training student would than be considered for openings at Salem stations but would also be helped in placing students in other communication job openings available in Louisville Market.
- Station Unit promoted two employees during this quarter due to cross training employees have received over the last few months. Both employees were crossed train on certain programs allowing them to be promoted into positions that came available.
- On Wednesday, August 19th Station Unit participated in Job News Job Fair. The Fair was held at Papa John's Cardinal Stadium, 2800 South Floyd Street.
- Station Unit discussed with following contacts to set up a meeting and discuss how our stations can be of assistances in their efforts for employee placement/student placement through Internship Program and posting Station job opening with school/companies.

Power of Work (Goodwill Industries of Kentucky)
Sullivan University

Jefferson Community & Technical College

Name of Respondent: Salem Media of Kentucky, Inc.

Typed Name: Tim Hartlage

Title: General Manager

Date: October 7, 2009

Telephone No. 502-339-9470