

EEO PUBLIC FILE REPORT

For the reporting period of 10/01/2008 through 09/30/2009

Prepared by: David Koon, General Manager

Parent License Name: Pennsylvania Media Associates, Inc.
Station Call Letters: WHIM-AM and WTLN-AM
Parent License Name: Salem Media of Illinois, LLC
Station Call Letter: WORL-AM
(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>
WHIM	1185	AM	Apopka, FL	No
WTLN	48731	AM	Orlando, FL	No
WORL	21810	AM	Altamonte, FL	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
Sales Manager	05-30-08	04-13-09
Pastor's Breakfast Coordinator	07-01-09	08-03-09
Board Operator	08-09-09	09-03-09
Account Executive	01-02-09	12-15-08
Account Executive	11-10-08	12-01-08

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
City of Orlando	P.O. Box 4990 Orlando, FL 32801	Peter Molores	407-246-2514
El Nuevo Dia	4780 N Orange Blossom Trail Orlando, FL 32810	Business Manager	407-869-8000
Florida Metropolitan University	5421 Diplomat Circle Orlando, FL 32810	Fanny Shadah	(888) 741-4271

Goodwill Industries	Self Sufficiency Center 515 West Central Blvd. Orlando, FL 32801	D. Gonzalez	407-648-6301
The Job Partnership of Florida	75 S Ivanhoe Blvd Orlando, FL 32802	Placement Director	407-872-0656
Metropolitan Orlando Urban League	2804 Belco Drive Orlando, FL 32808	Shelly Minnis	407-841-7654
NAACP	PO Box 555643 Orlando, FL 32855	Placement Director	(407) 328-7496
The Orlando Times	4403 Vineland Rd, Suite B-5 Orlando, FL 32811	Business Manager	407-841-3710
Orlando Latin Chamber of Commerce	108 Wymore Road Winter Park, FL 32792	Placement Director	(407) 629-1117
Orlando Urban League	2804 Belco Drive Orlando, FL 32808	Tina Jenkins	407-841-7654
Rollins College	1000 Holt Avenue Winter Park, FL 32789	Career Services	407-646-2395
University of Central Florida	PO Box 160165 Orlando, FL 32816	Rebecca Morales	407-823-2361
Valencia Community College	8503 Daetwyler Drive Orlando, FL 32827	Career Services	407-855-9989
Vocational Rehabilitation	3191 Maguire Blvd., Suite 240 Orlando, FL 32803	George Drake	(407) 977-7552
Workforce One-Stop Career Center	5449 S. Semoran Blvd Suite #17 Orlando, FL 32822	Nicolas Rosado	(407) 275-4059
African American Chamber of Com.	511 W. South St., Orlando, FL 32805	Dr. Nina Frazier	(407) 426-0545
American Women in Radio & TV	1021 N Wymore. Road Winter Park, FL 32789	Placement Director	407-370-5600
Center for Independent Living	720 N. Denning Drive Winter Park, FL 32789	Jacqueline	(407) 623-1070
WORLD-AM WTLN-AM WHIM-AM	Internal Job Posting & Corporate Website	Business Manager	407-682-9494

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 Manager	Corporate Referral
Pastor's Breakfast Coordinator	Walk-in
Board Operator	Employee Referral
Account Executive	On-air recruiting

Account Executive	On-air recruiting
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- D. During the reporting period, there were a total of 25 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 No. of Interviewees
On-Air Advertising	19
Walk-in	6
Total	25

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

Management EEO Training: The Salem Corporate VP of Human Resources conducts monthly HR Network Training session via teleconference and Power Point presentations. During this reporting period, the office manager routinely communicates with the General Manager and other management team members to keep all apprised of the company and station's policy on equal employment.

Job Fairs: A station representative attended 3 job fairs during the reporting period at the Central Florida Fair Exposition Park, 4603 W. Colonial Dr., Orlando, Florida. Those job fairs took place in November 2008 and May, and September 2009. At each of these events, participation included staffing a booth, giving out information about careers in broadcasting and information about the stations, soliciting applications, and collecting resumes.

Name of Respondent:
Pennsylvania Media Associates, Inc.
WHIM-AM and WTLN-AM
Salem Media of Illinois, LLC
WORL-AM

Name: David Koon
Title: General Manager
Date: September 30, 2009
Telephone No.: 407-682-9494