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12	International College of Broadcasting	6 S Smithville Road Dayton, OH 45431	Tom Michaels	937-258-8251 937-258-8714
13	Ohio Association of Broadcasters	88 East Broad St. Suite 1180 Columbus, OH 43215-3525	Chris Merritt cmerritt@oab.org	614-228-4052 614-228-8133
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- C. During the period, there were no applicants interviewed for full-time positions.
- D. During the reporting period the station employment unit engaged in the following initiatives:

Job Fairs: The station employment unit participated in three career fairs during the reporting period to introduce its current full-time openings, to secure applicant information for possible future openings and seek applicants for our internship program. Representatives participated in job fairs at the Cedarville University Career Link Day sponsored by Cedarville University September 25, 2007 in Cedarville, Ohio, at the Ohio Wesleyan University Career Fair sponsored by Ohio Wesleyan University October 3, 2007 in Delaware, Ohio, and at Career Fest 2008 sponsored by The Ohio Foundation of Independent Colleges February 1, 2008 in Columbus, Ohio.

Internship Program: The station employment unit provides internship opportunities to high school and/or college students (junior or senior standing) providing structured vocational training with pre-established academic goals set with the student's educational institution. We had one junior from Gahanna Lincoln High School's Linc Program begin an internship. To this date a total of 10 hours has been fulfilled toward a goal of 120 hours. To this point in time basic overview training was provided in the operation of the control board and audio production.

Equal Employment Training for Management Level Personnel: The station employment unit provides training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Management personnel complete training in compliance and risk management solutions through Employment Law Learning Technologies, Incorporated's online training programs. Training includes Workplace Harassment Training and Prevention Program, Equal Employment Opportunity Program, and Lawful Hiring Program. During this period we had one employee complete a total of four training programs. Most recently, Station Manager completed web-training on topics: Independent Contractors vs. Employees and Religious Discrimination Issues in compliance with (HIPPA) Health Insurance Portability and Accountability Act of 1996.

Training Programs: The station employment unit provides on the job training to enable station personnel the opportunity to acquire skills that will help qualify them for higher

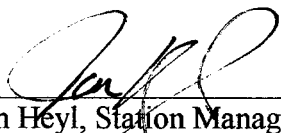
level positions. Training is conducted weekly for sales workers and individual mentoring of sales workers takes place in the field. Programming and production training takes place through individual training and mentoring.

Mentoring Programs: Management/Leadership mentoring takes place weekly through assigned reading followed by a discussion and application of the material. During the reporting period a total of six employees have participated in the Management mentoring process. Another four employees have participated in a Customer Service/Leadership mentoring process.

On Site Workshop: The station employment unit hosts a free two and one-half hour workshop providing information (an overview) to help guests better understand what happens in a radio broadcast facility and the different employment opportunities that may be available in the radio broadcast industry. Each attendee is given a workbook that contains an outline of the areas being addressed, a list of employment positions in a radio station and a brief description of their responsibilities, a list of radio and television stations in Ohio that they may contact for internships/employment, and a list of several schools in Ohio that have an emphasis in broadcasting.

Publications and Web Sites: Broad and inclusive recruitment by the employment unit includes posting of employment opportunities on the Ohio Association of Broadcasters, Central Ohio Consortium and the Ohio State University job banks. The employment unit notifies more than 14 organizations for each opening (This list is reviewed annually) and a notice of position opening is sent via email to more than 700 Pastors at central Ohio churches.

Name of Respondent: Salem Media of Ohio, Inc.: WRFD(AM)

Signed: 
Tom Heyl, Station Manager

Date: May 31, 2009

Telephone Number: (614) 885-0880