

EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2008 through September 30, 2009

This report covers the following station employment unit (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Common Ground Broadcasting, Inc	WTBM AM	Pinellas Park, FL	51985	No
South Texas Broadcasting, Inc.	WTWD AM	Plant City, FL	26145	No
Caron Broadcasting, Inc.	WGUL AM	Dunedin, FL	1177	No

I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source ("RS") that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Chief Engineer	13	09-28-09	1-12

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There was a total of 1 person interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	Exciting Idlewild Baptist Church		Technical Ministries Department P.O. Box 44 Tampa, FL 33548 813-264-1515 Contact: Jimmy Moore	0
2	In Between Jobs Support Group		Bnpsaxon@tampabay.rr.com Contact: Bob Saxon	0
3	Florida Metropolitan University		3924 Coconut Palm Drive Tampa, FL 33619 813-621-0041 813-623-3183 Contact: Jennifer Johnson	0
4	Family First		5211 W. Laurel Street Suite 102 Tampa, FL 33607 marlene@familyfirst.net Contact: Marlene Nikolich	0
5	Trinity College		Dean of Student Development 2430 Welbilt Blvd. Trinity, FL 34655 727-376-6911 Contact: Professor Al Depopoutot	0

6	University of South Florida	Job Line Coordinator 4202 E. Fowler Avenue Tampa, FL 33629 813-974-2171 813-974-0998 kroche@admin.usf.edu www.career.usf.edu Contact: Kathi Roche	0
7	University of Tampa	Office of Career Services 401 W. Kennedy Blvd. Tampa, FL 33606 813-253-3333 813-258-7455 Dnapoli@ut.edu Contact: Donna Napoli	0
8	Hillsborough Community College	Dale Mabry Campus Job Placement Manager P.O. Box 3030 Tampa, FL 33630 813-253-7275 813-259-6047 Contact: Laurie Ragsdale	0
9	Hillsborough Community College	Radio-TV Program Manager 2112 N. 15 th St. YPST-134 Tampa, FL 33605 813-253-7282 813-253-7973 Contact: Dr. Ron Shearer	0
10	Society of Broadcasting Engineers Chapter 39	P.O. Box 21242 St. Petersburg, FL 33742 www.sbe39.com Contact: John Collinson	0
11	Pinellas County Urban League	33 31 st Street North St. Petersburg, FL 33713 727-327-2081 727-321-8349	0
12	SEU Web Advertisements	churchstaffing.com christianjobs.com bayword.com wssradio.com 860wgul.com salem.tampa.com salem.cc	0
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
13	Referrals		1
Total Number of Interviewees			1

III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the SEU during the reporting period:

A. Co-Sponsored Job Fair:

The SEU in partnership with the Radio Broadcasters Alliance of Tampa Bay co-sponsored the 2009 Tampa Bay Radio Job Fair held on March 25, 2009 at the Hillsborough Community College. Staff members participated in luncheons held by the Radio Broadcasters Alliance of Tampa Bay designed to plan and execute the event. Several department managers and team members spoke at the event and recruiting staff were present at the event to distribute recruitment materials to those in attendance. Resumes were collected, reviewed, and acted upon for interested applicants.

B. Mentoring Program:

The SEU established a mentoring program to enable station personnel to acquire skills that could qualify them for higher-level positions. The SEU receptionist received hands on coaching in the studio learning to write, voice, and produce our on-air Community Calendar. This employee also received coaching from the SEU production director in the area of imaging. Employee's voice work is regularly being requested by other Salem stations. The SEU is providing the employee with the opportunity for eligible contract voice work should other stations outside the SEU's market request it.

C. Management Training:

The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations, which includes review of EEO policies and compliance. The SEU's Office Manager participates in these training sessions each month and then routinely communicates with the SEU's General Manager and other management team members to keep all apprised of the company and SEU's policy on equal employment.

Name of Respondent:

Common Ground Broadcasting, Inc.

WTBN-AM

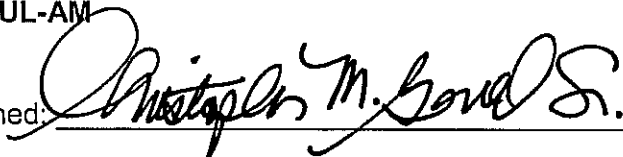
South Texas Broadcasting, Inc.

WTWD-AM

Caron Broadcasting, Inc.

WGUL-AM

Signed: _____



Typed Name: Christopher M. Gould, Sr.

Title: General Manager

Date: 9-30-09

Telephone No: 813-639-1903