

EEO PUBLIC FILE REPORT

For the reporting period of 10/01/07 through 09/30/08

Prepared by: Tammy Bancroft, Office Manager
Parent License Name: Common Ground Broadcasting, Inc.
Station Call Letters: WTBN – AM
Parent License Name: South Texas Broadcasting, Inc.
Station Call Letters: WTWD – AM
Parent License Name: Caron Broadcasting, Inc.
Station Call Letters: WGUL – AM and WLSS - 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>
WTBN	519851	AM	Pinellas Park, FL	No
WTWD	26145	AM	Plant City, FL	No
WGUL	1177	AM	Dunedin, FL	No
WLSS	59126	AM	Sarasota, FL	No

A. The following is a list of all vacancies for full-time jobs filled during the reporting period:

<u>Job Title</u>	<u>Date Open</u>	<u>Date Filled</u>
1. Receptionist	09-21-07	10-29-07
2. Account Executive	10-01-07	02-26-08
3. Sales Assistant	03-05-08	04-28-08
4. Traffic Assistant	05-08-08	06-02-08
5. Account Executive	03-01-08	07-07-08
6. Account Executive	07-10-08	09-23-08

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:

Exciting Idlewild Baptist Church
Technical Ministries Department
Attn: Jimmy Moore
P.O. Box 44
Tampa, FL. 33548
813-264-1515

Florida Metropolitan University
Attn: Jennifer Johnson
3924 Coconut Palm Drive
Tampa, FL 33619
813-621-0041
813-623-3183

Exciting Idlewild Baptist Church
In Between Jobs Support Group
Attn: Bob Saxon
P.O. Box 44
Tampa, FL 33548
813-264-1515
bnpsaxon@tampabay.rr.com

Family First
Attn: Marlene Nikolich
5211 W. Laurel St.
Tampa, FL 33607
marlene@familyfirst.net

Trinity College

Dean of Student Development
Attn: Professor Al Depopoutot
Trinity College
2430 Welbilt Blvd.
Trinity, FL. 34655
727-376-6911

Hillsborough Community College

Attn: Dr. Ron Shearer
Radio-TV Program Manager
2112 N. 15th St. YPST-134
Tampa, FL 33605
813-253-7282
813-253-7973

University of South Florida

Job Line Coordinator
Attn: Kathi Roche
4202 E. Fowler Avenue
Tampa, FL 33620
813-974-2171
813-974-0998
kroche@admin.usf.edu
www.career.usf.edu

Tampa Bay Workforce Alliance

Attn: Dalouny Phommachakr
9215 North Florida Avenue Suite 101
Tampa, FL 33612
813-930-7508
813-930-7544
PommachakrD@workforcetampa.com

University of Tampa

Office of Career Services
Attn: Donna Napoli
401 W. Kennedy Blvd.
Tampa, FL 33606
813-253-3333
813-258-7455
Dnapoli@ut.edu

Pinellas County Urban League

Attn: Steven Holcolm
33 31st Street North
St. Petersburg, FL 33713
727-327-2081
727-321-8349

Hillsborough Community College

Dale Mabry Campus
Job Placement Manager
Attn: Laurie Ragsdale
P.O. Box 3030
Tampa, FL 33630
813-253-7275
813-259-6047

Web Sources

ChurchStaffing.com
ChristianJobs.com
bayword.com
wissradio.com
860wgul.com
salemtpa.com
salem.cc

Radio Sources

WTBN AM 570 & 910
WGUL AM 860
WLSS AM 930

Tampa Bay Radio Alliance Job Fair

C. The following is a list of recruitment sources which provided the person hired for each full-time position filled during the reporting period:

Job Title	Recruitment Source
Receptionist	Web Source
Account Executive	Web Source
Sales Assistant	Tampa Bay Radio Alliance Job Fair
Traffic Assistant	Self
Account Executive	Radio
Account Executive	Referral

D. During the reporting period, there were a total of 70 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
Referral	18
Web Source	5
Radio	40
Self	3
Workforce Alliance	1
Tampa Bay Radio Alliance Job Fair	2
University of Tampa	1
Total	70

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

Established Internship Program: During this reporting period Salem Communications Tampa established an internship program designed to assist members of the community to acquire skills needed for broadcast employment. Salem Tampa's Internship Program exposes potential candidates to all facets of the radio broadcasting industry and introduces them to the day to day operation of the business unit. Learning opportunities are available in programming/operations, promotions, production, sales, web design, and administration. The HR staff attended the Hire UT Internship Fair on November 6, 2007 from 2-4 p.m. at the University of Tampa. The HR staff also participated in the Focus On... Communication, Media, and Production networking and recruiting event hosted by the University of Tampa on September 25, 2008 from 11:30 am- 1:00 pm.

Staff Development: During this reporting period Salem Communications Tampa established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. The training courses are as follows:

1. Sales Department – 4 members of the Sales Department attended the RAB on February 11-13, 2008
2. Promotions Director – USF Continuing Education Course – Effective Meeting and Event Planning – March 11, 2008
3. Office Manager – Immigration and Employer Compliance in Florida – March 15, 2008
4. Receptionist – The Outstanding Receptionist – March 19, 2008
5. General Sales Manager – International Broadcasters Idea Bank – May 5-7, 2008

Job Fairs: During this reporting period Salem Communications Tampa co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities. Salem Communications Tampa in partnership with the Tampa Bay Radio Alliance co-sponsored the 2008 Tampa Bay Radio Job Fair held on April 9, 2008 at the Hillsborough Community College. Staff members participated in luncheons held by the TBBA 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. A new hire was generated from the job fair in the sales department (sales assistant).

Mentoring Program: During this reporting period Salem Communications Tampa established an in-house mentoring program. The HR management designed a format where employees gathered on the Fourth Friday of the month to engage in peer-to-peer mentoring sessions. Most sessions were designed to increase the employees understanding of different applications in Microsoft Office as well as operating procedures within the building. We were also able to bring in some outside speakers to address topics such as Retirement Options, Stress Management, and Generational Diversity.

Name of Respondent:

Common Ground Broadcasting, Inc.

WTBN-AM

South Texas Broadcasting, Inc.

WTWD-AM

Caron Broadcasting, Inc.

WGUL-AM and WLSS-AM

Signed: 

Typed Name: Christopher M. Gould, Sr.

Title: General Manager

Date: 9-30-08

Telephone No: 813-639-1903