

EEO PUBLIC FILE REPORT

For the reporting period of **April 1, 2018** through **March 31, 2019**

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
Salem Media Illinois, LLC	KKHT-FM	Lumberton, TX	57801	N/A
Salem Communications Holding Corporation	KNTH(AM)	Houston, TX	61174	N/A
Salem Communications Holding Corporation	KTEK(AM)	Alvin, TX	10827	N/A

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	Sales Executive	Employee Referral	9/04/18	1-14
2	Production Assistant	Employee Referral	10/15/18	1-14
3	Sales Assistant	Indeed.com	11/05/18	1-14
4	Digital Audience Specialist	Linkedin	2/04/19	1-14

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There were a total of five people 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	Alvin Community College		3110 Mustang Rd. 281-756-3500 Alvin, TX 77511 Contact: lwindor@alvincollege.edu	
2	Association for Advancement of Mexican Americans		6001 Gulf Freeway 713-926-4756 Houston, TX 77023 Contact: Lisa Schott lschott@aama.org 3 American Women in Radio & Television, Inc.	
3	American Women in Radio & Television, Inc.		8405 Greensboro Dr., Ste 800 McLean, VA 22102 Contact: info@awrt.org	
4	Association for Women in Communications		3337 Duke St. 703-370-7436 Alexandria, VA 22314 Contact: onfo@womcom.org	

5	Chinese Community Center		5855 Sovereign Dr. Ste 92 713-271-6100 Houston, TX 77036 Contact: Josephine Eng info@ccchouston.org	
6	Christian Jobs		4880 Santa Rosa Road, Camarillo, CA 93012 Email: karen.davenport@salem.cc	1
7	Houston Area Urban League		1301 Texas Ave. 713-393-8754 Houston, TX 77002 Contact: Eric Goodie ericg@haul.org	
8	Houston Baptist University		7502 Fondren Rd 281-649-3475 Houston, TX 77074-3298 Contact: Ann Reynolds areynolds@hbu.edu	
9	Houston Community College		5601 West Loop South #114 713-313-7346 Houston, TX 77081 Contact: Shameka Reed shameka.reed@hcc.edu	
10	Internal Women's Media Foundation		1625 K. Street NW #1275 202-496-1992 Washington, DC 20006 Contact: info@iwmf Lisa Gross	
11	National Association of Broadcasters (NAB)		1771 N. Street NW 202-429-5498 Washington, DC 20036 Contact: nmann@nab.org Nate Mann	
12	Salem Media Group, Inc. (includes Facebook, Twitter Linkedin & Indeed)		4880 Santa Rosa Rd. 805-987-0400 Camarillo, CA 93012 Email: karen.davenport@salem.cc	2
13	Texas Workforce Commission		8373 Westheimer 713-953-9211 ext 2950 Houston, TX 77063 Contact: Shawn shawn.lott@wrksolutions.com	
14	University of Houston		613 Agnes Arnold Hall 713-743-3298 Houston, TX 77204-3000 Contact: jesnow@uh.edu	
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
15	Employee Referral			2

III. OUTREACH INITIATIVES

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

A. Management Training:

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

B. Training Program to Quality for Higher-Level Positions:

Advancement Training: Salem Media Group has implemented a program to train part and full time employees in the skill sets necessary for career advancement at Salem Media Group. The objectives of the program are to enhance the skills of individuals interested in pursuing radio broadcast careers, to improve job performance and to prepare personnel for management roles within the employment unit and throughout Salem Communications. The program is designed to promote diversity and to increase minority and female opportunities in key decision-making positions. The program is open to qualified applicants in a manner consistent with the FCC's equal opportunity rules. During this reporting period one board operator participated in the program.

C. Job Fairs:

1. The SEU's Sales / Promotions Assistant participated in the Education & Counseling Career Fair Monday, January 28, 2019, Noon-3pm at Houston Baptist University. The Sales / Promotions Assistant informed the attendees of job opportunities available at the SEU. Employment applications and resumes were collected.
2. The SEU's Sales/Promotions Assistant participated in the Houston North Job Fair Monday, October 8, 2018, 11am-2pm at the Sheraton North. The Sales/Promotions Assistant informed the attendees of job opportunities available at the SEU. Employment Applications and resumes were collected.

D. Job Banks and Internet Programs:

The employment unit participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage women and minorities to consider future employment in broadcasting. In addition, all job openings have been

posted on websites to ensure broad internet recruitment. During this reporting period the following job bank have been used:

National Association of Broadcasters (NAB)
American Woman in Radio and Television
Association for Women in Communications