

EEO PUBLIC FILE REPORT

For the reporting period of 2/1/2024 through 1/31/2025

The SEU has a total of 11 F/T Employees in Reporting Year 1 of 2.

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 Communications Holding Corporation	KDIS-FM	Little Rock, AR	47309	n/a
Salem Communications Holding Corporation	KDXE(FM)	Cammack Village, AR	49255	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
	Media Strategist	www.salemmmedia.com	3/4/2024	1,2,3,5,6

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 11 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	Salem Media Group, Inc. (includes LinkedIn, Facebook & Twitter)		Karen Davenport karen.davenport@salemmedia.com 4880 Santa Rosa Rd, Camarillo CA 93012, 805-389-7785 www.Salemmedia.com	3
2	Arkansas Broadcasters Association		Doug Krile 2024 Arkansas Valley #403, Little Rock, AR 72212	0
3	Indeed.com		www.indeed.com	3
4	iHireSalesPeople.com		www.iHireSalesPeople.com	0
5	ChristianJobs.com		4880 Santa Rosa Road Camarillo, CA 93012 Karen.davenport@salemmedia.com	1
6	Ziprecruiter.com		www.ziprecruiter.com	4
7	Insideradio.com		www.insideradio.com PO Box 567925 Atlanta GA 31156 800-248-4242	0
8	Mediarecruiter.com		www.mediarecruiter.com	0

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
Total Number of Interviewees		11

III. OUTREACH INITIATIVES

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

A. Management Training

1. The Salem Vice President 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 Business 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 employees apprised of the company and SEU's policy on equal employment

B. Participation in Job Banks and Internet Programs

1. The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage minorities and women to consider future broadcasting employment opportunities. During this reporting period, the following job banks or internet programs were used:
 - Arkansas Broadcasters Association