

## EEO PUBLIC FILE REPORT

For the reporting period of 12/1/24 through 11/30/25

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

**This SEU has a total of 7 F/T employees in Reporting Year 1 of 2**

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Salem Communications Holding Corporation	KDIZ(AM)	Golden Valley, MN	10828	N/A
Salem Communications Holding Corporation	KKMS(AM)	Richfield, MN	18518	N/A
Salem Communications Holding Corporation	KYCR(AM)	Golden Valley, MN	35504	N/A
Salem Media of Massachusetts, LLC	WWTC(AM)	Minneapolis, MN	9676	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	Media Strategist 1	Indeed	4/28/25	1, 2, 3, 4, 5, 6, 8, 10, 12, 13, 15, 16, 17, 18
2	Media Strategist 2	Employee Referral	6/2/25	1, 2, 3, 4, 5, 6, 8, 10, 12, 13, 15, 16, 17, 18
3	Local Ministry Director	Indeed	11/10/25	1, 2, 3, 4, 6, 8, 13, 17, 18

### **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 14 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	ChristianJobs.com		9401 Courthouse Road, Ste 300 Chesterfield, Virginia 23832 (805) 987-0400 Karen Davenport	
2	CMB		<a href="http://cmbonline.org/post-a-job/">http://cmbonline.org/post-a-job/</a>	
3	HisAir.net		<a href="mailto:jobs@hisair.net">jobs@hisair.net</a>	
4	Indeed		Indeed.com	8

5	Jobsite		Jobsite.com	
6	JobSpider		Jobspider.com	
7	Jora		Jora.com	
8	LinkedIn		LinkedIn.com	1
9	Minnesota Broadcasters Association		Tim.Hyde@minnesotabroadcasters.com	
10	Minnesota Works		Minnesotaworks.net	
11	National Association of Broadcasters		<a href="http://jobs.broadcastcareerlink.com/employer/login">http://jobs.broadcastcareerlink.com/employer/login</a>	
12	National Religious Broadcasters		<a href="http://nrb.org/membership/career-classifieds/">http://nrb.org/membership/career-classifieds/</a>	
13	PostJobFree		PostJobFree.com	
14	Transform MN		Transformmn.org	
15	TV and Radio Jobs		TVandradiojobs.com	
16	ZipRecruiter		ZipRecruiter.com	
17	Salem Media Group, Inc. (Includes Facebook, Twitter & LinkedIn)		4880 Santa Rosa Rd Camarillo, CA 93012 Contact: karendavenport@salemmedia.com	
18	Salem Appcast		4880 Santa Rosa Rd Camarillo, CA 93012 Contact: karendavenport@salemmedia.com	1

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
25	RADIO AD – WWTC (AM) KKMS (AM), KYCR (AM), KDIZ (AM)	
26	WWTC, KKMS, KYCR, KDIZ, Salem Media– websites	1
27	Internal Referral	3
28	Outside Referral	
29	Job Fair	
30	Current Employee	
31	Former Employee	
32	In-Person Applicant	
Total Number of Interviewees		14

### **III. OUTREACH INITIATIVES**

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

#### **A. Management Training:**

1. The Vice President of HR conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations. During this reporting period, the Business Manager of the SEU participated in an EEO Compliance presentation. The Business Manager routinely communicates with the General Manager and other management team members to keep all employees apprised of the company and the station's policy on equal employment.

#### **B. Job Fairs**

1. On March 13, 2025 the Business Manager attended the JobsHQ Eagan Job Fair at the Eagan Civic Center. The Station Manager and Business Manager both had positions open that they needed to hire for. Information regarding positions within the SEU was advertised and a QR code was posted for job seekers to apply instantly. Open Position Advertised: Media Strategist 1.
2. On September 23, 2025 the Business Manager attended the JobsHQ Eagan Job Fair at the Eagan Community Center. The Station Manager and Business Manager both had positions open that they needed to hire for. Information regarding positions within the SEU was advertised and a QR code was posted for job seekers to apply instantly. Open Position Advertised: Local Ministry Director.