

## EEO PUBLIC FILE REPORT

For the reporting period of 06/01/17 through 05/31/18

**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	KPXQ(AM)	Glendale AZ	55912	No
Salem Communications Holding Corporation	KKNT(AM)	Phoenix AZ	13508	No
Salem Communications Holding Corporation	KXXT(AM)	Tolleson AZ	54742	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	Director of Sales	Employee Referral	6/12/17	4-5,7-9,11,14-15
2	News Director	Walk-in, Self Referral	6/30/17	1,4-5,7,9,11-14,17
3	Account Manager	Walk-in, Self Referral	10/05/17	1,4,6-9,11-12,14
4	Account Manager	Employee Referral	11/13/17	1,4,6-9,11-12,14
5	Receptionist	Employee Referral	4/9/18	1-4,9,11,14-15
6	Digital Audience Specialist	Employee Referral	5/14/18	4,7-11,13-16,18

### 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 33 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	AZ State University		P.O. Box 871312, Tempe, AZ 85281 Contact: Employer Services (P) 480-965-2350 <a href="http://www.asu.edu/career.com">www.asu.edu/career.com</a> <i>This will post on 3 University sites</i>	
2	AZ Workforce Connection		Contact: Employment Security Administration 1789 W. Jefferson Phoenix, AZ 85007 <a href="http://www.azjobconnection.gov">www.azjobconnection.gov</a>	

3	Maricopa Community Colleges		2411 W 14 <sup>th</sup> St. Tempe AZ 85281 480-731-8000 <a href="http://www.maricopa.edu/careers">www.maricopa.edu/careers</a> <i>This will post on 10 community college sites</i>	
4	Arizona Broadcasters Association		426 N 44 <sup>th</sup> St. Ste. 301 Phoenix AZ 85281 602-252-4833 Mary Kate Lau <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>	1
5	All Access		<a href="http://www.allaccess.com">www.allaccess.com</a> *Bulletin board postings by people in the industry	2
6	AM/FM jobs		<a href="http://www.amfmjobs.com">www.amfmjobs.com</a> Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Contact: Mark Holloway (P) 760-754-8177	
7	Nat'l Alliance of State Broadcasters Assoc.		2333 Wisconsin St. NE Albuquerque NM 87110 505-881-4444 <a href="http://www.careerpage.org">www.careerpage.org</a>	
8	National Religious Broadcasters		<a href="http://www.nrb.org">www.nrb.org</a> 9510 Technology Dr Manassas VA 20110 (P) 703-330-7000 Judy Stephens	
9	Salem Media Group, Inc. (Includes; Facebook, Twitter and LinkedIn)		4880 Santa Rosa Road, Camarillo, CA 93012 Attn: Karen Davenport Karen.davenport@salem.cc	7
10	Grand Canyon University		<a href="mailto:www.Careerservices@gcu.edu">www.Careerservices@gcu.edu</a> 3300 W Camelback Rd Phoenix Az 85017 602-639-7393 Kati Miller	
11	Christian Jobs.com		<a href="http://www.christianjobs.com">www.christianjobs.com</a> <a href="mailto:Karen.davenport@salem.cc">Karen.davenport@salem.cc</a>	
12	Walter Cronkite school of Journalism & mass broadcasting		Mike Wong 555 N Central Ave. #302 Phoenix Az 85004 <a href="mailto:Mike.wong@asu.edu">Mike.wong@asu.edu</a>	
13	Ad2Phoenix		<a href="http://www.ad2phoenix.com">www.ad2phoenix.com</a>	
14	Indeed.com		<a href="http://www.indeed.com">www.indeed.com</a>	8
15	TV and Radio jobs.com		<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	
16	ZipRecruiter		<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	1
17	Traffic Directors Guild of America		26000 Avenida Aeropuerto #14 San Juan Capistrano CA 92675 Larry Keene <a href="http://www.tdga.com">www.tdga.com</a>	
18	Work in Entertainment		7010 E Chauncey Ln. #115 Phoenix AZ 85054 480-779-4798 <a href="http://www.workinentertainment.com">www.workinentertainment.com</a>	

<b>OTHER SOURCES OF INTERVIEWEES</b>		
<b>No.</b>	<b>Description of Other Sources</b>	<b>Number of Interviewees</b>
19	Walk-in-Self Referral	5
20	Employee Referral	9
<b>Total Number of Interviewees</b>		<b>33</b>

**III. OUTREACH INITIATIVES**

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

**A. Participation in Job Fairs:**

The SEU participated in the following job fairs listed below. During each job fair, the station employment unit handed out information on career opportunities in broadcasting, solicited applications and collected resumes.

(1) **Arizona Broadcasters Career Fair** – May 10, 2018 Mesa AZ:  
This event was promoted on air by the SEU

(2) **Grand Canyon University Career/Internship Fair** – March 1, 2018  
Phoenix AZ

**B. 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 job seekers to consider future employment. Job openings have been posted on web sites to ensure broad internet recruitment. During this reporting period the following job banks and web sites were used.

- (1) Arizona Broadcasters Association
- (2) Walter Cronkite Broadcasting School
- (3) Traffic Directors Guild of America

**C. Management Training:**

(1) The Salem Director of Human Resources conducts monthly HR Network Training sessions via webinar and Power Point presentations, which

includes review of EEO policies and compliance. The SEU's Business Manager participates in these training sessions each month 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.

(2) The SEU participates in an on-line ethics and harassment training program through Gallagher Bassett Risk Control Consulting Service, which is an ongoing program for managers to train them in methods of ensuring equal employment opportunity and preventing discrimination. During this reporting period, one SEU employee participated in the On-line training program.

#### **D. Training Program for Higher Level Positions:**

(1) The SEU has established a training program designed to enable station personnel to acquire skills that will qualify them for a higher level position. During this reporting the SEU's receptionist is currently training with the Business Manager and Traffic Coordinator that will qualify for a higher level position as Traffic Coordinator.

#### **E. Other Activities:**

(1) The SEU offers tours to schools, youth groups, community groups and other entities to provide information about the broadcasting industry and careers in broadcasting. Tours were conducted on February 12, 2018 with students from Arizona Christian University and on May, 7 2018 with 40 students from Emmanuel Lutheran School