

EEO PUBLIC FILE REPORT

For the reporting period of 04/01/2017 through 03/31/2018

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	KLUP (AM)	Terrell Hills, Texas	34975	N/A
Salem Media of Texas, Inc.	KSLR (AM)	San Antonio, Texas	58634	N/A
Salem Communications Holding Corporation.	KRDY(AM)	San Antonio, Texas	26310	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.	Operations Director	Salem.cc	7-17-17	1-24
2.	Assistant Program Coordinator	Internal	7-20-17	1-24
3.	Program Director	Internal Promotion	11-1-17	1-24
4.	Board Op – Full time	Internal Promotion	12-19-17	1-24
5.	Business Manager	Referral	10-20-17	1-24
6.	Director of Local Ministry Development	Referral - Salem.cc	1-25-18	1-24
7.	Account Executive	Salem.cc	6-13-17	1-24
8.	Account Executive	Salem.cc	6-5-17	1-24
9.	Account Executive	Salem.cc	6-13-17	1-24

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 45 people interviewed for full and part 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	Texas Association of Broadcasters	*	52 E. 11 th Street, Suite 200 Austin, TX 78701 (512) 322-9944 Attn: Craig Bean	3
2	Christian Jobs.com	*	Attention: Karen Davenport Salem Media Group, Inc 4880 Santa Rosa Camarillo CA 93012	0

			Email: Karen.davenport@salemmedia.com	
3	Alamo City Chamber of Commerce		504 S. Alamo Street San Antonio, TX 78205 210-226-9055	0
4	Alamo Community College District	*	811 W. Houston Street San Antonio, TX 78207 210-220-1500 Fax: 210-208-80077 Attn: Linda Ortega	1
5	University of the Incarnate Word – Job Placement Office	*	4301 Broadway San Antonio, TX 78209 210-829-6000	0
6	St. Mary's University – Career Services	*	One Camino Santa Maria Street San Antonio, TX 78228 210-436-3066 Email: ngaier@stmarytx.edu	0
7	Texas Lutheran University	*	1000 W. Court Street Seguin, TX 78155 830-372-8000 Email: careers@tlu.edu	0
8	The University of Texas at Austin College of Communication	*	School of Journalism Austin, TX 78712 512-471-1783 Attn: George Sylvie Email: g.sylvie@mail.utex.edu	0
09	University of Texas at San Antonio (UTSA) – Career		Services 6900 W. Loop 1604 San Antonio, TX 78249 210-458-4589 Email: careerservices@utsa.edu	1
10	San Antonio College – Job Placement Office		1300 San Pedro Avenue San Antonio, TX 78212 210-733-2000	2
11	American GI Forum	*	611 N. Flores Street San Antonio, TX 78205 Attn: Mary Lou Cantu	0
12	TVjobs.com – Broadcast Employment Service Website		www.tvjobs.com	0
13	American Women in Radio & Television Job Bank		210-242-7433 210-242-7486 (fax) www.awrtsa.org	0
14	Association for Women in Communications Job Bank		P.O. Box 780382 San Antonio, TX 78278 www.wicsa.org Email: margarita@nerone.org	0
15	Hispanic Chamber of Commerce		318 W. Houston Street San Antonio, TX 78205	
16	Schreiner University	*	2100 Memorial Boulevard Kerrville, TX 78028-5697 830-792-7281	0

17	Texas State University	*	601 University Drive San Marcos, TX 78666 512-245-3993 512-245-2645 (fax)	2
18	Hispanic Association of Colleges & Universities		8415 Datapoint Drive, Suite 400 San Antonio, TX 78229 Attn: Gloria Webber	0
19	San Antonio Women's Chamber of Commerce		600 Hemisphere Plaza Way, #127 San Antonio, TX 78205	0
20	Zip Recruiter		www.ziprecruiter.com	2
21	American Broadcasting School		712 N. Watson Road Arlington, TX 76011 817-695-2474 Attn: Michelle McConnell, Job Placement Director Email: michelle@radioschool.com	0
22	Texas Workforce Commission T.W.F.C		www.twc.state.tx.us	1
23	Craig's List		www.sanantonio.craigslist.org	2
24	Salem Media Group, Inc (including Facebook, Twitter and LinkedIn.)	*	www.salemedia.com 4880 Santa Rosa Camarillo, CA 93012 805-987-0400 Attn: Karen Davenport@salemedia.com	15
OTHER SOURCES OF INTERVIEWEES				
Description of Other Sources				Number of Interviewees
25. KSLR AM and KLUP AM – On Air				1
26. KSLR AM and KLUP AM –Websites: www.kslr.com & www.klup.com				13
27. Salem Espanol-Radio Luz Website – www.luzsanantonio.com				0
28. KRDY AM – On Air				0
29. Employee Referral				2
Total Number of Interviewees				45

III. OUTREACH INITIATIVES - The following outreach initiatives were completed by the SEU during the reporting period:

A. Job Fair:

1. On May 11th, 2017 the SEU's Human Resources Manager attended the job fair hosted by Job Board Network. Employment Applications and information pertaining to job opportunities in broadcasting were distributed.

B. Management Training:

1. The Salem Director 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 Office 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.

C. Job Banks and Internet Programs:

The employment unit participated in job banks and internet programs designed to provide information about opportunities in broadcasting and to encourage women and minorities to consider future employment in broadcasting. All job openings have been posted on websites to ensure broad internet recruitment. During this reporting period, the following job banks have been used:

Texas Association of Broadcasters
American Broadcasters School
American Woman in Radio and Television
Association for Women in Communications
Broadcast Employment Services (TV Jobs.com)

E. Other Activities:

1. Believers Business League – Open House-Informational Meeting
On March 11, 2018 the SEU's Human Resources Manager had participated in and had the opportunity to discuss careers within radio – especially Salem Media. Job postings were available and iPad's were available for any applicants. Six people showed serious interest in two of our open positions.
2. On July 26 2017 and on October 28, 2017, SEU's Human Resources Manager and host of Project One Radio Show hosts a job fair/mixer for non-profit organizations that have been a part of the show. It was held at Documation – Project One sponsor. At this mixer, each nonprofit organization has a table and provides information on careers within their non-profit. The SEU's Human resources Manager also hosts the event, has a table, and provides information on careers within Salem and in radio.