

EEO PUBLIC FILE REPORT

For the reporting period of 10/01/2019 through 09/30/2020

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	WKAT (AM) (frmly WOCN)	Miami, FL	43034	Yes

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	No full-time vacancies were filled during this reporting period.	N/A	N/A	N/A

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 0 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	Broward Workforce One		7550 Davie Road Ext., Hollywood, FL 33024 (954)967-1010 Bruce Aramowitz	0
2	Career Builder		7601 Riviera Blvd., Miramar, FL 33023 Wendy Hammon	0
3	Connecticut School of Broadcasting		8600 NW 36 St., Suite 100, Miami, FL 33166 (305)592-7133 Jessica Becerra	0
4	Northside One Stop Center		7900 NW 27 Ave., Suite 200, Miami, FL 33147 (305)693-2060 Kevin Taylor	0
5	Florida Atlantic University		777 Glades Road, Rm 222, Boca Raton, FL 33431 (561)297-3000 James Watson	0
6	ChristianJobs.com		4880 Santa Rosa Rd, Camarillo, CA 93012 Karen Davenport Karen.Davenport@salemmedia.com	0
7	Salem Media Group (Includes Facebook, LinkedIn, Twitter)		4880 Santa Rosa Rd, Camarillo, CA 93012 Karen Davenport Karen.Davenport@salemmedia.com	0

8	University of Florida	3104 Weimer Hall, PO Box 118405, Gainesville, FL 32611 Renee Gork	0
9	University of Miami	PO Box 249127, Coral Gables, FL 33124 (305)284-2211 Luis Herrera	0
10	ZipRecruiter	ZipRecruiter.com	0
11	MediaRecruiter.com	MediaRecruiter.com Contact: Art Scott (303) 400-5150 Email: Art@mediarecruiter.com	0
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
	Since the SEU did not hire anyone for any full-time positions, no one was interviewed.		
Total Number of Interviewees			0

III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the Station Employment Unit (“SEU”) during the reporting period:

A. Management EEO Training

The Salem Director of Human Resources conducts monthly HR Network Training Sessions via teleconference and Power Point 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. OTHER ACTIVITIES

1. On November 7, 2019, the SEU sponsored the annual pastors’ appreciation event ILUMINA held at the Texas de Brazil restaurant on Miami Beach. At this event, attendees and audience members were invited to visit the SEU’s booth to meet on air personalities and staff. Visitors met with the SEU’s General Manager and other management team members and were educated on the Company and opportunities that exist within the company. Visitors were provided with information about how to apply for future broadcast-related positions using the Company’s website.