

EEO PUBLIC FILE REPORT

For the reporting period of 08/01/2023 through 07/31/2024

The SEU has a total of **31** F/T Employees in Reporting Year **2** 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 Media of Illinois, LLC	WIND (AM)	Chicago, IL	67068	N/A
Salem Media of Massachusetts, LLC	WYLL (AM)	Chicago, IL	28630	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	Regional Sales Manager	Salem Media Group	05/28/2024	1, 2, 3, 10, 11

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There was a total of four 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 Facebook, LinkedIn, and Twitter)	4880 Santa Rosa, Camarillo, CA Karen Davenport 805-987-0400 salemmedia.com	3
2	All Access	289955 Pacific Coast Hwy, Malibu, CA 310-457-6616 Allaccess.com	0
3	Illinois Department and Employment Security	33 S State St, Chicago, IL 800-247-4984	0
4	Illinois Media School	455 Eisenhower Ln #200, Lombard, IL 630-916-1700 beonair.com	0
5	ChristianJobs.com	4880 Santa Rosa, Camarillo, CA Karen Davenport 805-987-0400 salemmedia.com	0
6	Harper College	1200 W. Algonquin Rd, Palatine, IL	0
7	Oakton Community College	1600 E. Golf Rd, Des Plaines, IL 60016	0

8	Elmhurst College		190 Prospect Ave, Elmhurst, IL 630-617-3190	0
9	Willow Creek Community Church		67 Algonquin, South Barrington, IL	0
10	Illinois Broadcast Association		200 Missouri Ave, Carterville, IL 618-985-5555 iba.org	0

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
10	Unsolicited Resumes	0
11	Referral	1
Total Number of Interviewees		4

III. OUTREACH INITIATIVES

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

A. Management Training for EEO Compliance

Salem's Vice President of Human Resources conducts monthly HR Network Training sessions via teleconference and Power Point presentations, which includes review and discussion of EEO policies and compliance. The office manager routinely communicates with the General Manager and other management team members to keep all employees apprised of the company and station's policy on equal employment opportunity.

B. Job Fairs

The SEU attended the following job fairs, where open job descriptions were available for attendees to consider, and resumes were accepted Business Manager.

1. Business Manager participated at the Willow Creek job fair collecting resumes on November 14, 2023. Providing information about open sales, programming, and promotion positions.
2. Business Manager participated in a virtual UIC job fair on February 21, 2024. Providing information about open sales, programming, and promotion positions.
3. Business Manager participated at the GOA job fair on May 30, 2024. Providing information about open sales, programming, and promotion positions.
4. Business Manager participated in a Goodwill job fair on June 26, 2024. Providing information about open sales, programming, and promotion positions.

C. Internship Program

The objective of this program is to provide students the opportunity to work with a major market media group. Through this experience the student is able to learn more about careers in the broadcasting industry. The Program Director and Promotions Manager work with the students in establishing their schedule and internship work responsibilities. One student from Wheaton College interned at the SEU from September 11, 2023, to October 20, 2023.

D. Job Banks and Internet Programs:

The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage individuals to consider future employment in radio broadcasting careers. Job openings were posted in a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following websites have been used:

1. Illinois Broadcast Association
2. AllAccess.com