

EEO PUBLIC FILE REPORT

For the reporting period of 6/1/2017 through 5/31/18

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	WAVA-FM	Arlington, VA	4644	N/A
Salem Communications Holding Corporation	WAVA-AM	Arlington, VA	54465	N/A
Salem Communications Holding Corporation	WWRC	Washington, DC	8681	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	Board Operator	Internal Promotion	7/23/17	2-,9, 12,14, 18,
2	Traffic Assistant	Employee Referral	1/8/2018	1-11, 20
3	Digital Marketing Specialist	Internal Promotion	2/23/18	2, 4, 6, 9, 11, 12, 19,
4	Multimedia Marketing Consultant	Radio Advertisement	5/1/2018	2-4,10-12,

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 35 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	Traffic Directors Guild of America		tdga@cox.net	
2	National Alliance of State Broadcasters Association	*	www.careerpage.com	
3	National Religious Broadcasters	*	www.NRB.org	
4	Maryland DC and Delaware Broadcasters	*	www.MDCD.com	
5	George Mason University	*	www.gmu.edu	
6	Liberty University LU Network	*	www.Liberty.edu	
7	Howard University	*	https://howard-csm.simplicity.com	
8	Bowie State University	*	https://bowiestate-	

			csm.symphlicity.com/employers	
9	George Washington University	*	https://gwu-csm.symphlicity.com/employers/	
10	Christianjobs.com	*	http://www.christianjobs.com Contact: Karen Davenport Karen.Davenport@salemmedia.com	
11	Salem Media Group, Inc (includes Facebook, Twitter, LinkedIn)	*	4880 Santa Rosa Road, Camarillo, CA 93012 http://salemmedia.com Contact: Karen Davenport Karen.Davenport@salemmedia.com	3
12	Virginia Association of Broadcasters		www.VABOnline.com	
13	Stratford University	*	www.Stratford.edu	
14	Georgetown University	*	https://georgetowncsm.symphlicity.com/employers/	
15	American University	*	https://americancsm.symphlicity.com/employers/	
16	University of Maryland	*	https://umdcsmsymphlicity.com/employers/index.php?mod e=list&	
17	University of District of Columbia	*	https://law-udccsm.symphlicity.com/employers/	
18	Indeed		www.indeed.com	12
19	All Access		www.AllAccess.com	

OTHER SOURCES OF INTERVIEWEES

No .	Description of Other Sources	Number of Interviewees
20	Employee Referral	2
21	Job Fair	13
22	Radio Advertisements on WAVA, 105.1FM	3
23	Internal Promotion	2
Total Number of Interviewees		35

III. OUTREACH INITIATIVES

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

A. 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, Local HR Director and Local HR Assistant 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. . 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. Job openings were posted on a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following job banks and internet programs were used:

National Religious Broadcasters – www.NRB.org National Alliance of State Broadcasters Association – www.Careerpage.org Maryland DC Delaware Broadcasters Association – www.MDCD.com Virginia Association of Broadcasters – www.vabonline.com

C. Job Fairs

1. The SEU's Local Sales Manager hosted a Job Fair at International Place 1735 N Lynn St Arlington VA, on December 19, 2017. At the fair, the SEU's Local Sales Manager discussed job opportunities in the sales department for Multimedia Marketing Consultant, Inside Sales, & Digital Specialist positions. Resumes and cover letters were collected and interviews were conducted
2. The SEU's Local Sales Manager hosted a Job Fair at International Place 1735 N Lynn St Arlington VA, on March 22, 2018. At the fair, the SEU's Local Sales Manager discussed job opportunities in the sales department for Multimedia Marketing Consultant, Inside Sales, & Digital Specialist positions. Resumes and cover letters were collected and interviews were conducted

D. Internship Program

1. The SEU created a part-time, seasonal paid intern position in a sales/administrative role. The position runs from May 14th, through August 31st, 2018. In this role, the intern will be learning and assisting the SEU with basic administrative tasks, including as a backup to reception, in sales, promotions, traffic and other areas of the radio station. The intern will be especially focused on learning sales department related work, and will report directly to the Local Sales Manager. Part of the goal for this internship is to help the intern learn about a career in advertising sales.