

EEO PUBLIC FILE REPORT

For the reporting period of **April 1, 2023**, through **March 31, 2024**

The SEU has a total of 15 F/T Employees in Reporting Year 1 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	KKHT-FM	Lumberton, Texas	57801	N/A
Salem Communications Holding Corporation	KNTH-AM	Houston, Texas	61174	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	Media Strategist	Linked-In/Internal	05/22/23	1, 2,3,4,5,6,7,8,10,11,12,13,14,16, 17, 18,
2	Media Strategist	Internal Referral	07/24/23	1,2,3,4,5,5,6,7,10,11,12,13,14,15,16,17,18,23, 24, 25
3	Board Op/Producer	ChristianJobs.com	09/06/23	13, 6,26
4	Media Strategist	Job Board	12/20/23	1,2,4,5,6,10,11,12,14, 15, 16,18,19,20,17,20, 21,22,24,23,
5	Media Strategist	Job Board	02/03/24	1,2,4,5,6,10,11,12,19,20,17,20, 21,22,24,23
6	Media Strategist	Salem Website	03/04/24	1,2,4,5,6,10,11,12,19,20,17,20, 21,22,24,23

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 21 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	Alvin Community College	3110 Mustang Road 281-756-3500 Alvin, TX 77511 sfarley@alvincollege.edu. lwindor@alvincollege.edu Email: Blewis@alvin college.edu Bill Lewis Phone: 281-756-3767	0
2	Association for Advancement of Mexican Americans	6001 Gulf Freeway 713-926-4756 Houston, TX 77023 lschott@aama.org.	0
3	American Women in Radio and Television	AWRT -American Women in Radio & Television 770 S. Post Oak Lane Houston, TX 77056 www.awrthouston.org Email: laiello@khou.com Phone: 713-552-1055 8405 Greensboro Dr. Ste 800 McLean, VA 2210 Contact: info@awrt.org	0
4	Association for Women in Communications	3337 Duke Street 703-370-7436 Alexandria VA 22314 Contact: info@womcom.org 3337 Duke Street 703-370-7436	0
5	Chinese Community Center	5855 Sovereign Drive Ste 92 713-271-6100 Contact: Joseph Eng info@ccchouston.org	0
6	Christianjobs.com	4880 Santa Rosa Road Camarillo, CA 93012 Email: karen.davenport@salemmedia.com	2
7	Houston Area Urban League	1301 Texas Ave. 713-393-8754 Houston, TX 77002 Contact: Eric Goodie erucg@haul.org	0
8	Houston Baptist University	7502 Fondren Rd. 281-649-3475 Houston, TX 77074 Contact: Ann Reynolds areynolds@hbu.edu	0

9	Houston Christian University	7502 Fondren Rd. 281-649-3475 Houston, TX 77074	0
10	International Women's Media Foundation	1625 K Street NW # 1275 202-429-1992 Washington, DC 20036 Contact: info@iwmf.org Lisa Gross	0
11	Houston Community College	5601 West Loop South # 114 713-313-7346 Hcc.talenttechnology@hccs.edu	0
12	National Association of Broadcasters	1771 N. Street NW 202- 429- 5498 Washington, DC 20036 Contact: nmann@nab.org Nate Mann	0
13	Salem Media Group, Inc. (Facebook, Twitter, Linked-In, Indeed) Salem Media Group.com	4880 Santa Rosa Road Camarillo, CA 93012 805-987-0400 Contact: karen.davenport@salemmedia.com	10
14	Texas Workforce Commission	8373 Westheimer Rd. 713-953-9211 ext. 2950 Houston, TX 77063 Contact: Shawn Lott Shawn.lott@wrksolutions.com Phone: 713-243-8036 www.workintexas.com Email: ana.jones@wrksolutions.com Ana Jones	0
15	Glassdoor.com	www.glassdoor.com	0
16	Ziprecruiter.com	www.ziprecruiter.com	0
17	University of Houston	613 Agnes Arnold Hall 713-743-3298 Houston, TX 77204-3000 Contact: jesnow@uh.edu	0
18	Mediarecruiter.com	www.mediarecruiter.com	0
19	National Hispanic Media Coalition	55 S Grand Avenue Pasadena, CA. Phone: 626-792-NHMC Email: www.info@nhmc.org	0

20	Sam Houston University	919 Bearkat Blvd. Box 2238 Huntsville, TX 77341 Phone: 936-294-1713 www.careerservices@shsu.edu	0
21	Texas Association of Broadcasters	502 11th Street Suite 200 Austin, TX 78701 Phone: 512-322-9944 www.tab.org Email: jobs@tab.org	0
22	YWCA Houston	3220 Broadway Street Houston, TX 77017 Email: YWCA@ywcahooouston.org.	0
23	Career Builder	www.Careerbuilder.com	0
24	Simply Hired	www.simplyhired.com	0
25	I Hire	www.ihire.com	0
26	Red Ballon	www.redballoon.com	0
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
	Internal referral		2
	Appcast		2
	Job Board, Ext Portal		5
Total Number of Interviewees			21

III. OUTREACH INITIATIVES

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

A. FCC Initiative # 14 – Provide Training to Management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination.

Salem Media Group legal counsel, Tracey Kim presented “EEO Management Training,” a power point presentation that details the importance of and how to complete the forms for Job Vacancy, Interview Flow, and Recruitment

Sources. The presentation covers EEO Recruitment regulations and information needed for an FCC Audit.

EEO Management Training – 05-23-2023 – completed by:
General Manager – Darren Ryder
Digital Sales Manager – Brian Guck
Business Manager – Scott Van Pelt
Operations Manager – Chuck Tiller

B. FCC Initiative # 4 – Participate in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops, and similar activities.

Media Strategist, Bernard Lee - Salem Media Group employee and member of “The HBCU Broadcast Journey” team completed 4 visits to HBCU universities for a two- day workshop. The team presented opportunities for students to learn skills and knowledge about broadcasting. Bernard presented radio sales and podcasting and how they can be used for education, entertainment, and news. Bernard’s presentation also explained how radio promoted cultural diversity and how radio has a significant role in promoting democracy and freedom of expression.

04-07-2023 – HBCU Jarvis Christian Communications Dept. – Broadcast/Radio-TV-Digital.

04-13-2023 – HBCU Howard University Communications Dept. – Broadcast/TV-Digital.

04-21-2023 – HBCU Grambling State Communications Dept. – Broadcast/Radio, TV-Digital.

10-13-2023 – HBCU Grambling State KGRM studios. – Broadcast/Radio/TV-Digital, minority ownership.