

**EEO PUBLIC FILE REPORT**

For the reporting period of 12/1/22 through 11/30/23

The SEU has a total of 18 F/T Employees in Reporting Year 1 of 2.

**This report covers the following station employment unit (SEU):**

<b>Licensee / Permittee Name</b>	<b>Call Sign and Type</b>	<b>Community of License (City, State)</b>	<b>FCC Facility ID Number</b>	<b>LMA</b>
Salem Communications Holding Corporation	KDIZ(AM)	Golden Valley, MN	10828	N/A
Salem Communications Holding Corporation	KKMS(AM)	Richfield, MN	18518	N/A
Salem Communications Holding Corporation	KYCR(AM)	Golden Valley, MN	35504	N/A
Salem Media of Massachusetts, LLC	WWTC(AM)	Minneapolis, MN	9676	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:

<b>Job No.</b>	<b>Job Vacancy Title</b>	<b>Recruitment Source that Referred Hired Person</b>	<b>Date Filled</b>	<b>RS’s Contacted to Fill Vacancy</b>
1	Media Strategist	Indeed	12/5/22	1, 4-6, 8-10, 12, 15, 16, 18-22
2	Media Strategist	AppCast	2/16/23	1, 4-6, 8-10, 12, 15, 16, 18-22
3	Media Strategist	Company Website	5/30/23	1, 4-6, 8-10, 12, 15, 16, 18-22
4	Office Coordinator	Indeed	6/6/23	1, 3, 8-13, 15, 16, 18, 19, 22, 24
5	Media Strategist	Indeed	10/23/23	1, 4-6, 8-10, 12, 15, 16, 18-22

**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 28 people interviewed for full-time positions.

<b>RS No.</b>	<b>Recruitment Source</b>	<b>(*)</b>	<b>Address, Telephone and Contact Person of RS</b>	<b>Number of Interviewees Referred by RS</b>
* Denotes those organizations that requested notification of vacancy information				
1	All Access		Allaccess.com	0
2	BetterTeam		Betterteam.com	0
3	ChristianJobs.com		9401 Courthouse Road, Ste 300 Chesterfield, Virginia 23832 (805) 987-0400 Karen Davenport	0

4	CMB		<a href="http://cmbonline.org/post-a-job/">http://cmbonline.org/post-a-job/</a>	0
5	Glassdoor		Glassdoor.com	0
6	HisAir.net		jobs@hisair.net	0
7	iHire		iHire.com	0
8	Indeed		Indeed.com	16
9	Jobsite		Jobsite.com	0
10	JobSpider		Jobspider.com	0
11	JoinHandshake.com		Joinhandshake.com (posts jobs to numerous local colleges and universities)	0
12	Jora		Jora.com	0
13	LinkedIn		LinkedIn.com	2
14	MediaRecruiter.com		MediaRecruiter.com	0
15	Minnesota Broadcasters Association		Tim.Hyde@minnesotabroadcasters.com	0
16	Minnesota Works		Minnesotaworks.net	0
17	National Association of Broadcasters		<a href="http://jobs.broadcastcareerlink.com/employer/login">http://jobs.broadcastcareerlink.com/employer/login</a>	0
18	National Religious Broadcasters		<a href="http://nrb.org/membership/career-classifieds/">http://nrb.org/membership/career-classifieds/</a>	0
19	PostJobFree		PostJobFree.com	0
20	SimplyHired		Simplyhired.com	0
21	Transform MN		Transformmn.org	0
22	TV and Radio Jobs		TVandradijobs.com	0
23	ZipRecruiter		ZipRecruiter.com	1
24	Salem Media Group, Inc. (Includes Facebook, Twitter & LinkedIn)		4880 Santa Rosa Rd Camarillo, CA 93012 Contact: karendavenport@salemmedia.com	4

<b>OTHER SOURCES OF INTERVIEWEES</b>		
<b>No.</b>	<b>Description of Other Sources</b>	<b>Number of Interviewees</b>
25	RADIO AD – WWTC (AM) KKMS (AM), KYCR (AM), KDIZ (AM)	

26	WWTC, KKMS, KYCR, KDIZ – websites	0
27	Internal Referral	1
28	Outside Referral	1
29	Job Fair	1
30	Current Employee	0
31	Former Employee	0
32	In-Person Applicant	2
<b>Total Number of Interviewees</b>		<b>28</b>

**III. OUTREACH INITIATIVES**

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

**A. Management Training:**

1. The Vice President of HR conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations. During this reporting period, the Business Manager of the SEU participated in an EEO Compliance presentation. The Business Manager routinely communicates with the General Manager and other management team members to keep all employees apprised of the company and the station'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 minorities and women to consider future employment. All upper-level openings have been posted on web sites and sent to various organizations to ensure broad and inclusive outreach. In the reporting period the following sites have been used:

- TV & Radio Jobs
- Minnesota Broadcasters Association
- National Religious Broadcasters

**C. Activities Sponsored by Community Groups Active in Broadcast Employment Issues**

1. On October 2<sup>nd</sup>-3<sup>rd</sup> the General Manager and Station Manager of the SEU attended the Minnesota Broadcasters Annual Membership Meeting. Items covered during this meeting included sessions on newsroom ethics, advocacy, media trends, economy and labor market trends, and a special FFC attorney hosted session on EEO, FFC and Political Advertising Law as well as a Advertising, Media and First Amendment Law as it applies to radio.
2. On October 3<sup>rd</sup> – 24<sup>th</sup> the General Manager of the SEU attended the National Association of Broadcasters Board of Directors Meeting. Topics related to Broadcast Employment were part of the sessions, including discussion of a bill proposing a tax credit for women/minority radio/tv station ownership.

**D. Job Fairs**

1. On March 22, 2023 the Station Manager and the Business Manager attended the JobsHQ Eagan Job Fair at the Eagan Civic Center. The Station Manager and Business Manager both had positions open that they needed to hire for. Information regarding positions within the SEU was advertised and a QR code was posted for job seekers to apply instantly.
2. On September 27, 2023 the Station Manager and the Business Manager attended the JobsHQ Eagan Job Fair at the Eagan Community Center. The Station Manager had positions open that they needed to hire for. Information regarding positions within the SEU was advertised and a QR code was posted for job seekers to apply instantly.