

EEO PUBLIC FILE REPORT

For the reporting period of August 1, 2022 through July 31, 2023

The SEU has a total of 16 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 Communications Holding Corporation	WGTK-FM	Greenville, SC	73296	NO
Salem Communications Holding Corporation	WRTH(FM)	Greer, SC	73241	NO
Salem Communications Holding Corporation	WLTE(FM)	Pendleton, SC	170949	NO

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	General Sales Manager	Employee Referral	03-13-23	11, 16, 21,23

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 3 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	All Access Music Group		28955 Pacific Coast Highway Malibu, CA 90265 Perry Simon AllAccess.com	0
2	American Women in Radio and Television		8405 Greensboro Drive Suite 800 McLean, VA 22102	0
3	Asheville Buncombe Tech		340 Victoria Road Asheville, NC 28801 pbulla@abtech.edu	0
4	Bob Jones University	*	1700 Wade Hampton Boulevard Greenville, SC 29614 Heidi Campbell careers@bjv.edu	0
5	Carolina School of Broadcasting		3435 Performance Road Charlotte, NC 28214 Alyson Young Alyson@nakatv.com	0

6	Christianjobs.com		4880 Santa Rosa Rd Camarillo, CA 93012 Karen.Davenport@salemmedia.com Karen Davenport	0
7	Converse College		580 E Main St Spartanburg, SC 29302 Cathy Gowan Cathy.gowan@converse.edu	0
8	Erskine College		PO Box 338 Due West, SC 29639 Attn: Communications Dept payne@erskine.edu	0
9	Find Great People		15 Brendan Way, Suite 140 Greenville, SC 29615 lstalvey@fgp.com	0
10	Hispanic Communications Network		National Press Bldg 529 14 th St NW, Suite 827 Washington, DC 20045 Patricia.sainz@hcnmedia.com	0
11	Indeed		Indeed.com	0
12	Lander University		320 Stanley Ave Greenwood, SC 29649 Jennifer Pierce careerservices@lander.edu	0
13	Millie Lewis Agency - Greenville		1228 S Pleasantburg Drive Greenville, SC 29605 Barbara Corell Barbara@millielewisgreenville.com	0
14	National Alliance of Media Arts and Culture		145 9 th Street Suite 230 San Francisco, CA 94103	0
15	North Greenville University College of Communications	*	7801 N Tigerville Rd Tigerville, SC 29688 Stuart Floyd Stuart.floyd@ngu.edu	0
16	Salem Media Group, Inc (Includes Facebook, LinkedIn, iHire, and Twitter)		4880 Santa Rosa Rd Camarillo, CA 93012 Karen Davenport Karen.Davenport@salemmedia.com	2
17	South Carolina Broadcasters Association	*	2711 Middleburg Dr. Suite 201 Columbia, SC 29204	0
18	University of South Carolina School of Journalism and Mass Communications	*	600 Assembly Street Columbia, SC 29201 mudunuri@mailbox.sc.edu	0
19	Native American Public Telecommunications		1410 Q St Lincoln, NE 68588 Mary Quinlan Mquinlan2@unl.edu	0
20	Urban League of the Upstate		15 Regency Hill Drive Greenville, SC 29607 urbanleagueupstate.org	0
21	ZipRecruiter		www.ziprecruiter.com	0
22	Handshake: Lander University Furman University Wofford College Univ of South Carolina Upstate		www.joinhandshake.com	0
OTHER SOURCES OF INTERVIEWEES				

No.	Description of Other Sources	Number of Interviewees
23	Employee Referral	1
24	Station walk-in	0
TOTAL		3

III. OUTREACH INITIATIVES

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

A. Management Training

- (i) Salem’s Vice President 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 participates in these training sessions each month and then routinely communicates with the SEU’s Station Manager and other management team members to keep all employees apprised of the company and SEU’s policy on equal employment.
- (ii) The SEU participates in an on-line Ethics and Harassment Training Program, which is an ongoing program for all managers to train them in methods of ensuring equal opportunity compliance and preventing discrimination. During this reporting period, one SEU employee participated in the on-line training.

B. Participated in Job Fairs

The SEU hosted a booth and distributed information about career opportunities in broadcasting and job vacancies at the SEU. Additionally, the interested parties were given job descriptions, instruction for submitting application on the Salemmedia.com website, and allowed to submit their resumes for positions of interest.

- (i) Bob Jones University Career Fair, February 7, 2023, attended by Christie Barajas, Business Manager

C. Training Program

During the reporting period, the SEU provided training to the Traffic Reporter/On-Air Host to enable him to assist in production of commercials, to enter production and order data into vCreative, and assist the AEs with completing recording and production.

D. Additional Activities

On May 8, 2023, the SEU hosted a 13 year old middle school student interested in a career in radio and engineering. He spent a couple of hours in the studio with On-Air Host, Craig Debolt, observing all aspects of the live afternoon show.