

**EEO PUBLIC FILE REPORT**

For the reporting period of 12/1/23 through 11/30/24

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

**This SEU has a total of 9 F/T employees in Reporting Year 2 of 2**

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
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:**

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS’s Contacted to Fill Vacancy
1	Production & Programming Team Lead	LinkedIn	6/4/24	3, 4, 6, 9, 10, 13, 15, 16, 19, 22, 23, 24
2	Local Ministry Director	Indeed	7/8/24	3, 6, 8, 9, 10, 16, 18, 19, 24
3	Office Coordinator	LinkedIn	7/19/24	3, 5, 8, 9, 10, 13, 15, 16, 19, 24

**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 14 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		Allaccess.com	
2	BetterTeam		Betterteam.com	
3	ChristianJobs.com		9401 Courthouse Road, Ste 300 Chesterfield, Virginia 23832 (805) 987-0400 Karen Davenport	

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

<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, Salem Media– websites	2
27	Internal Referral	
28	Outside Referral	
29	Job Fair	
30	Current Employee	
31	Former Employee	
32	In-Person Applicant	
<b>Total Number of Interviewees</b>		<b>14</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 1<sup>st</sup>, 2024 the General 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 FCC attorney hosted session on EEO, FCC and Political Advertising Law as well as a Advertising, Media and First Amendment Law as it applies to radio.
2. On October 17<sup>th</sup>, 2024, the Business Manager of the SEU attended an online webinar sponsored by the Minnesota Broadcasting Association titled “Psychological Safety in the Workplace”. The webinar was led by Binu Palta Hill, Chief Diversity, Equity and Inclusion Officer for the Wisconsin School of Business University of Wisconsin. The webinar was attended by many other broadcasters and covered topics

including recruiting, employee retention, engagement, collaboration and innovation. The webinar posited that diversity and psychological safety leads to thriving teams.

**D. Job Fairs**

1. On March 20, 2024 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 October 9, 2024 the Business Manager attended the JobsHQ Eagan Job Fair at the Eagan Community 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.