

EEO PUBLIC FILE REPORT

For the reporting period of **April 1, 2024**, through **March 31, 2025**

The SEU has a total of 10 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 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	Indeed	01/30/25	15,16,13,2,3,4,5,6,7,8,9,10,11,12,13 14,15,17,18,19,21,23, 24,25,
2	Media Strategist	Internal referral	02/10/25	2,3,4,5,6,7, 9,10,11,12,13,14,15,16,17,18,19,21,23,24,25, 23
3				
4				
5				
6				

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 9 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	Monster.com		Email: Monster.com	0

2	Association for Advancement of Mexican Americans	6001 Gulf Freeway 713-926-4756 Houston, TX 77023 lschott@aama.org	0
3	HCC Alumni	3100 Main Street, Suite 121B12 Houston, TX 77002 Phone: 713-718-2775 Email: hcc.careersservices@hccs.edu Url: hccsfoundation.org/alumni	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	0
7	Houston NAACP	2002 Wheeler Ave. Houston, TX 77004 Phone: 713-526-3389 Email: branch@naacphouston.org Yolanda Smith	0
8	Media Staffing Network	13550 S Route 30 Suite 104 Plainfield, Illinois 60544 Phone: 480-306-8930 Email: cori@mediastaffingnetwork.com Cori Hirsh	0
9	International Women's Media Foundation	1625 K Street NW # 1275 202-429-1992 Washington, DC 20036 Contact: info@iwmf.org Lisa Gross	0
10	Houston Community College	5601 West Loop South # 114 713-313-7346 Hcc.talenttechnology@hccs.edu	0
11	National Association of Broadcasters	1771 N. Street, NW 202-429-5498 Washington, DC 20036 Contact: nmann@nab.org Nate Mann	0

12	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	4
13	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
14	Glassdoor.com	www.glassdoor.com	0
15	Ziprecruiter.com	www.ziprecruiter.com	1
16	University of Houston	613 Agnes Arnold Hall 713-743-3298 Houston, TX 77204-3000 Contact: jesnow@uh.edu	0
17	Mediarecruiter.com	www.mediarecruiter.com	0
18	National Hispanic Media Coalition	55 S Grand Avenue Pasadena, CA. Phone: 626-792-NHMC Email: www.nhmc.org	0
19	Grambling State University Dept of Mass	Box 4292 Grambling, Louisiana 71245 Phone: 318-274-2189 Email: dunns@gram.edu Sharon Ford-Dunn	0
20	Alliance for Women in Media	Email: allwomeninmedia.org	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	Red Balloon	www.Redballoon.com	0
23	Career Builder	www.Careerbuilder.com	0
24	Simply Hired	www.simplyhired.com	0
25	I Hire	www.ihire.com 41 E. All Saints Street Frederick, Maryland 21701 Phone: 866-238-0161	0
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
	Appcast		3
	Internal referral		1
	Total Interviewees		9
	Total Interviews		9

III. **OUTREACH INITIATIVES**

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

A. Initiative # 8 – Establish a training program to enable station personnel to acquire skills that could qualify them for higher level positions.

Part 1

Charles Jestice was promoted to Client Success Manager on August 12, 2024, from his previous position of Digital Sales Assistant. Extensive documentation of his training for this promotion, along with documentation of the training plans Charles designed to train the Media Strategists in his new knowledge and role were created.

Initiative # 8, – Establish a training program to enable station personnel to acquire skills that could qualify them for higher level positions.

Part 2

Am-Bos Training was provided by Marsha Lambeth, Production Director, on July 31, 2024, for two other members of the Production department, in order to advance their skills to further qualify them to become Production Director.

A plan was designed and followed for each person to be trained. Screen shots of the AM-Bos app were documented and saved.

Initiative # 8, – Establish a training program to enable station personnel to acquire skills that could qualify them for higher level positions.

Part 3

July 19, 2024, KNTH provided Morning Program training to a part-time employee, Val Wilson. The training objective was for Val to learn how to successfully produce the KNTH Morning Show. The training was provided by Chuck Tiller, Operations Manager. The training was for a period of 5 days. Val Wilson learned the formats of the Salem network, on-air production, and Wide Orbit Automation. The training led to a smooth production of the On-Air sound of the KNTH morning program in Chuck Tiller's absence and established a team member as a reliable trained back-up employee available as needed in this position.

B. Initiative # 16 – Participate in additional activities that the licensee has designed to further the goal of disseminating information about employment opportunities.

Salem Radio Houston – KKHT, KNTH hosted a "Brunch & Learn" Career Day event on October 31, 2024, for Radio Operations students at Texas Southern University, HBCU. The presentation featured Radio professionals speaking about the responsibilities of multiple departments and careers. The presentation was interactive with the students and the presenters.