

EEO PUBLIC FILE REPORT

For the reporting period of 06/01/24 through 05/31/25.

The SEU has a total of **10** 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	KPXQ (AM)	Glendale, AZ	55912	N/A
Salem Communications Holding Corporation	KKNT (AM)	Phoenix, AZ	13508	N/A
Salem Communications Holding Corporation	KXXT (AM)	Tolleson, AZ	54742	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	6.7.24	2-4, 8-9
2	Media Strategist	Employee Referral	12.9.24	3-4

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 10 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	East Valley Institute of Technology		hireevit.evit.com	0
2	Arizona Media Association		555 N Central Ave., Ste 302 Phoenix, AZ 85004 azmedia.org	0
3	Salem Media Group, Inc. (including Salem's twitter, Facebook and Linked In)		4880 Santa Rosa Road Camarillo, CA 93013 Contact: Karen Davenport Karen.davenport@salemmedia.com	1
4	ChristianJobs.com		4880 Santa Rosa Road Camarillo, CA 93013 Contact: Karen Davenport Karen.davenport@salemmedia.com	0
5	National Religious Broadcasters		660 N. Capitol Str. NW, Suite 210 Washington, DC 20001 202-849-8451 Contact: Mary Montemayor	0
6	Walter Cronkite School of		Mike Wong	0

	Journalism & Mass Broadcasting	555 N Central Ave. #302 Phoenix AZ 85004 Mike.wong@asu.edu	
7	Careerpage.org	Careerpage.org	0
8	Indeed.com	Indeed.com	4
9	Mediarecruiter	Mediarecruiter.com	0
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources	Number of Interviewees	
10	KKNT/KPXQ/KXXT Website	0	
11	Employee Referral	1	
12	Linked-In	4	
13	Former Employee		
Total Number of Interviewees			10

III. OUTREACH INITIATIVES

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

A. Management EEO Training:

1. The Salem 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 Business Manager participates in these training sessions each month and then routinely communicates with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU'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 individuals to consider future employment in radio broadcasting careers. Job openings were posted in a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following websites have been used:

- Arizona's Broadcasters Association
- National Religious Broadcasters

C. Job Fairs:

The SEU participated in 2 job fairs during the reporting period attended by the Business Manager and General Sales Manager. The SEU presented

information regarding job opportunities on how to apply online at the Salem Media Group website and collected resumes.

1. ASU Fall Career & Internship Fair on September 24, 2024 at Arizona State University, 301 E Orange St., Tempe AZ 8528, and hosted by Arizona State University
2. Best Hire Career Fair on May 29, 2025 at DoubleTree by Hilton Phoenix North, 10220 N Metro Pkwy E, Phoenix AZ 85051, and hosted by Best Hire Career Fairs