

EEO PUBLIC FILE REPORT

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

The SEU has a total of 13 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	KLUP (AM)	Terrell Hills, TX	34975	N/A
Salem Media of Texas, Inc.	KSLR (AM)	San Antonio, TX	58634	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:

No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Account Executive	LinkedIn	01/06/25	2-4, 9, 14

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.

*Denotes those organizations that requested notification of vacancy information.

No.	Recruitment Source	(*)	Address, Phone, and Contact Person of RS	Number of Interviewees Referred by RS
1	Texas Association of Broadcasters		52 East 11 th St, Suite 200 Austin, TX 78701 Phone: (512) 322-9944 Contact: Beth Bobbitt	0
2	ChristianJobs.com		4880 Santa Rosa Rd Camarillo, CA 93012 Phone: (805) 389-7785 Contact: karen.davenport@salemmedia.com	0
3	Salem Media Group, Inc. (Facebook, Twitter & LinkedIn)		4880 Santa Rosa Rd Camarillo, CA 93012 Phone: (805) 389-7785 Contact: karen.davenport@salemmedia.com	1
4	Indeed.com		www.indeed.com Recruit Holdings Co., LTD	1
5	ZipRecruiter.com		4880 Santa Rosa Rd Camarillo, CA 93012 Phone: (805) 233-3062 Contact: julie.milius@salemmedia.com	0

6	iHireSalesPeople.com	4880 Santa Rosa Rd Camarillo, CA 93012 Phone: (805) 233-3062 Contact: julie.milius@salemmedia.com	0
7	HireEZ	4880 Santa Rosa Rd Camarillo, CA 93012 Phone: (805) 233-3062 Contact: julie.milius@salemmedia.com	0
8	Mediarecruiter.com	9457 S University Blvd, #303 Highlands Ranch, CO 80126 Phone: (303) 881-5600 Contact: Art Scott	0

III. OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
9	Appcast	1
10	Self-Referral	0
11	Employee Referral	0
12	Internal Job Posting	0
13	Job and Career Fairs	0
14	Salem Media Group Website (salemmedia.com)	0
15	KLUP Website or Radio Spot (www.930amtheanswer.com)	0
16	KSLR Website or Radio Spot (www.am630theword.com)	0
17	Unknown Source / Did Not Specify	0
Total Number of Interviewees:		3

IV. OUTREACH INITIATIVES

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

A. Management Training

The Vice President of Human Resources for Salem Media Group conducts monthly Human Resource network training sessions via teleconference and PowerPoint presentations, which includes a review of EEO policies and compliance. The SEU's General Manager and Business Manager participate in these training sessions each month and they routinely communicate with the SEU's other management team members to keep employees informed of the company and SEU's policy on equal employment.

B. Other Activities

On August 3, 2024, the SEU hosted a community event (Back 2 School Bash) at Traders Village in San Antonio, TX. Staff attended and participated, and the Business Manager spoke to community members and potential applicants at a Salem San Antonio hiring booth at the events. Employment applications and information pertaining to job opportunities in broadcasting were distributed by the Business Manager.

C. Host Job Fair

On March 26, 2025, the SEU hosted an on-site job fair where potential applicants could learn more about broadcasting opportunities and current openings at the SEU. The General Manager, Operations Director, and Business Manager were in attendance and led tours of the facility while discussing available opportunities. The event was promoted through on-air ads, the SEU's websites, and social media.