

EEO PUBLIC FILE REPORT

For the reporting period of 6/1/2023 through 5/31/24

The SEU has a total of **16 F/T** Employees in Reporting Year 1 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	WAVA-FM	Arlington, VA	4644	N/A
Salem Communications Holding Corporation	WAVA(AM)	Arlington, VA	54465	N/A
Salem Communications Holding Corporation	WWRC(AM)	Bethesda, MD	11846	N/A
Salem Communications Holding Corporation	WRCW(AM)	Warrenton, CA	53368	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	Employee Referral	6/12/23	1-9
2	Media Strategist	Indeed	7/6/23	1-8
3	Media Strategist	Indeed	2/26/24	1-9

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 15 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	National Alliance of State Broadcasters Association	www.careerpage.org	0
2	Maryland DC and Delaware Broadcasters	www.MDCD.com	0
3	Handshake	www.joinhandshake.com (jobs posted to local colleges and universities)	0
4	Christianjobs.com	http://www.christianjobs.com Contact: Karen Davenport Karen.Davenport@salemmedia.com	0
5	Salem Media Group, Inc. (includes Facebook, Twitter, LinkedIn)	4880 Santa Rosa Road, Camarillo, CA 93012 http://salemmedia.com Contact: Karen Davenport Karen.Davenport@salemmedia.com	0
6	Virginia Association of Broadcasters	www.VABOnline.com	0
7	National Religious Broadcasters	http://nrb.org/	0

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
8	Indeed	13
9	Employee Referral	2
10		
11		
Total Number of Interviewees		15

III. OUTREACH INITIATIVES

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

A. Management Training

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 Administrative Assistant and Local HR Director participate 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. Job openings were posted on a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following job banks and internet programs were used:

National Alliance of State Broadcasters Association – www.careerpage.org

Maryland DC Delaware Broadcasters Association – www.MDCD.com

Virginia Association of Broadcasters – www.vabonline.com

C. Job Fairs:

The SEU’s Administrative Assistant participated in four virtual job fairs to recruit for several full-time positions. Prospective employees were encouraged to apply online for consideration.

1. *Job FairX: December 6, 2023*
2. *Job FairX: December 13, 2023*
3. *Job FairX: December 14, 2023*
4. *Job FairX: May 10, 2024*

D. Training Program for Higher Level Positions:

The SEU’s General Manager has established on-going “Management and Leadership” training sessions for current employees featuring training by the General Manager as well as leaders from the Washington area from various fields of business and the non-profit arena. This training program focuses on Management and Leadership skills including Time Management, Prioritizing and the mind-set of Leadership. The goal of the training is

to encourage and develop employees for higher level positions of leadership within Salem and in the community.