

EEO PUBLIC FILE REPORT

For the reporting period of 6/1/23 through 5/31/24

The SEU has a total of **19** 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	WHKW(AM)	Cleveland, OH	14772	n/a
Salem Media of Massachusetts, LLC	WFHM-FM	Cleveland, OH	54778	n/a
Salem Communications Holding Corporation	WHK(AM)	Cleveland, OH	72299	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	12/18/23	14-16, 18

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 3 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	American Marketing Association		www.amaneo.org/career-center/ PO Box 1420 Hudson, OH 44236	
2	Bay Presbyterian Church		wliptrap@baypres.org 25415 Lake Rd Bay Village, OH 44140	
3	Chapel, The		Lisa.huffman@thechapel.life 135 Fir Hill Akron, OH 44304	
4	Church on the North Coast		dawndewey@cnclove.org 388 Avon-Beldon Rd Avon Lake, OH 44012	
5	Cleveland Association of Broadcasters		www.cabcleveland.com PO Box 15294 Cleveland, OH 44115	

6	Grace Baptist Church		Pingman7@aol.com 3480 Laurel Rd Brunswick, OH 44212	
7	Grace CMA		james@gracejobseekersnetwork.org 7393 Pearl Rd Middleburg Hts., OH 44130	
8	Handshake.com The following Colleges / Universities participate: Baldwin Wallace College; Cuyahoga Community College; John Carroll University; Kent State University; Ohio University; Walsh University		https://app.joinhandshake.com/	
9	House of the Lord		Pat_reese@thotl.org 1650 Diagonal Rd Akron, OH 44320	
10	John Carroll University		Professor Don Noll, Media Dept. rnoll@jcu.edu 1 John Carroll Blvd. University Hts., OH 44118	
11	Ohio Media School		lleciejewski@beonair.com 9885 Rockside Rd Valley View, OH 44125	
12	Parkside Church		sbianchi@parksidechurch.com 7100 Pettibone Rd Chagrin Falls, OH 44023	
13	Willoughby Hills Friends Church		lynnpierce@whfriends.org 2846 Som Center Rd Willoughby Hills, OH 44094	
14	Christianjobs.com		Karen.Davenport@salemmedia.com 4880 Santa Rosa Rd Camarillo, CA 93012	
15	Salem Media Group, Inc. (Includes Twitter, Linked In & Facebook)		Karen.Davenport@salemmedia.com 4880 Santa Rosa Rd Camarillo, CA 93012	
16	Indeed.com (known as a job posting aggregator to other cites such as; Ziprecruiter; iHire; mediarecruiter; careerbuilder; glassdoor, etc.)		Indeed.com	2
17	On-Air Ads		WFHM Radio	
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
18	Referral			1
Total Number of Interviewees				3

III. OUTREACH INITIATIVES

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

A. Management Training

1. The Salem Vice President of Human Resources conducts monthly HR Network Training sessions via power point presentations and teleconferences. These include reviews of EEO policies and compliance. The SEU's Office 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 Fairs

1. During the reporting period, the SEU's Promotions Manager attended the Cleveland Area Virtual Diversity Job Fair on November 17, 2023. Attendees were directed to apply on line.
2. During the reporting period, the SEU's Promotions Manager, Operations Manager and General Manager, hosted an in-house Job Fair on May 15, 2024. Resumes were accepted and attendees were directed to apply on line.

C. Mentoring Program

1. During the reporting period, the SEU's Chief Engineer mentored the SEU's FM Production Operator and the SEU's AM Morning Operator providing professional guidance on maintenance of the FM and AM transmitter. The on-the-job training requires qualifications for a higher-level position in the engineering field.

D. Additional Activities

1. The SEU's Chief Engineer hosted the SBE Chapter 70 for Cleveland and Akron, OH on July 22, 2023. The event was regarding the rebuilding of the WHKW/1220 Transmitter Facility
2. The SEU's Chief Engineer attended the MBMTC 2023 Midwest Broadcast & Multimedia Technology Conference in Columbus, Ohio on September 28, 2023. The event was Broadcast Audio Processing, Regulatory/EAS program and Cyber-security.