

EEO PUBLIC FILE REPORT

For the reporting period of 12 / 1 / 23 through 11 / 30 / 24

The SEU has a total of 38 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	WNIV(AM)	Atlanta, GA	23067	No
Salem Communications Holding Corporation	WLTA(AM)	Alpharetta, GA	42660	No
Salem Communications Holding Corporation	WGKA(AM)	Atlanta, GA	65976	No
Salem Communications Holding Corporation	WFSH(FM)	Athens, GA	56390	No
Salem Communications Holding Corporation	WDWD(AM)	Atlanta, GA	8623	No

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	5/7/24	1-14
2.	Media Strategist	Rehire	5/20/24	1-14
3.	Media Strategist	Indeed	8/13/24	1-14
4.	Media Strategist	Indeed	10/7/24	1-14

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 32 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	Trinity Anglican Mission	2270 Defoor Hills Rd NW Atlanta, GA 30318 Phone: (404)367-6500	0
2	Friends of Georgia Radio	friendsofgeorgiaradio@gmail.com	0
3	The Atlanta Business League	931 Martin Luther King Jr. Blvd Atlanta, GA 30314 jbryson@atlantabusinessleague.org	0
4	HANDSHAKE.COM	https://joinhandshake.com/employers	0
5	The King Center	449 Auburn Avenue Atlanta, GA 30312 Phone: (404)526-8960 Fax: (404)524-8901	0

6	University of Georgia	Career Planning & Placement Clark Howell Hall Athens, GA 30602	0
			0
7	Georgia Association of Broadcasters	6 West Druid Hills Drive NE – Suite 330 Atlanta, GA 30329 Phone: (770)395-7200 admin@gab.org	0
8	NAACP – Macon	290 Rogers Avenue Macon, GA 31208	0
9	100 Black Men of Macon/Middle Georgia	P.O. Box 928 Macon, GA 31202	0
10	Fort Valley State University	Career Services 1005 State University Drive Fort Valley, GA 31030	0
11	Middle Georgia College	Allan Chastain, Dir. Career Resources 1100 Second Street Cochran, GA 31014	0
12	ChristianJobs.com	4880 Santa Rosa Road Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.cc	0
13	Salem Media Group Inc. Facebook.com, Twitter.com LinkedIn.com, Indeed.com	4880 Santa Rosa Road Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.com	27
OTHER SOURCES OF INTERVIEWEES			
14	Other: Referrals from family and friends. Rehire		5
Total Number of Interviewees			32

III. OUTREACH INITIATIVES

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

A. Participation in Scholarship programs:

1. Georgia Association of Broadcasters (GAB) 90th Anniversary Road Show. SEU is a sponsor; this is to be used to aid in scholarships directed at students pursuing careers in Broadcasting August 15, 2024.

B. Management Training for EEO Compliance:

The Salem Vice President of Human Resources conducts monthly HR Network Training sessions via webinar and PowerPoint presentations, which includes review of EEO policies and compliance. The SEU's GM/Regional VP and Business Manager participates in these training sessions each month and then routinely communicates with other relevant team members to keep all apprised of the company and SEU's policy on equal employment.

C. Participation in Activities / Events:

1. The SEU attended Media Day at University of West Ga. We had a table hosted by our Promotions Department and spoke to students regarding a career in Radio 3/6/24.
2. The SEU participated in Career Day March 20th, 2024. Our Promotions Dept spoke to 3rd and 5th grade students at Dacula Elementary School. The SEU presented what we do as a radio station and how to be prepared for a career in Radio.
3. The SEU hosted a Tour with a question-and-answer period with a Boy Scout working on his radio merit badge. He met with various dept heads and staff. Promotions Manager, Business Manager, On air talent and Front desk associate 4/3/24.
4. The SEU's Regional VP/General Manager of Salem Atlanta, participated in the GAB Radio Talent Institute at the University of Georgia where he spoke on "Getting the Appointment and Conducting Great CNA" 5/13/24.
5. The SEU hosted interns from the GAB summer internship program on June 25th, 2024, to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. They spent the day in the Sales meetings, Promotions meetings and spent time with each Department Head...Sales Manager, Promotions Manager, Business Manager, Operations Manager, and Chief Engineer.
6. The SEU participated in a Career Day at Sugar Hill Elementary. Our weekend host spoke to approximately 400 students about working at 104.7 the Fish and how to be prepared for a career in Radio 11/21/24.