

## **EEO PUBLIC FILE REPORT**

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

The SEU has a total of 9 F/T Employees in Reporting Year 1 of 2.

**This report covers the following station employment unit (SEU):**

<b>Licensee / Permittee Name</b>	<b>Call Sign and Type</b>	<b>Community of License (City, State)</b>	<b>FCC Facility ID Number</b>	<b>LMA</b>
Salem Communications Holding Corporation	WEZE(AM)	Boston, MA	3594	n/a
Salem Media of Massachusetts, LLC	WROL(AM)	Boston, MA	9139	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:**

<b>Job No.</b>	<b>Job Vacancy Title</b>	<b>Recruitment Source that Referred Hired Person</b>	<b>Date Filled</b>	<b>RS's Contacted to Fill Vacancy</b>
1.	Media Strategist	LinkedIn	1/8/24	1, 2, 3
2.	Media Strategist	Indeed	1/29/24	1, 2, 3
3.	Local Ministry Director	ICIMS	1/29/24	1, 2, 3
4.	Account Manager	LinkedIn	10/15/24	1, 2, 3
5.	Media Strategist	LinkedIn	11/18/24	1, 2, 3

### **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 7 people interviewed for full-time positions.**

<b>RS No.</b>	<b>Recruitment Source</b>	<b>(*)</b>	<b>Address, Telephone and Contact Person of RS</b>	<b>Number of Interviewees Referred by RS</b>
* Denotes those organizations that requested notification of vacancy information				
1.	ICIMS/Salem Media Group Careers (posts to many sites)		4880 Santa Rosa Rd, Camarillo, CA 93012 Karen Davenport, karen.davenport@salemmedia.com	1
2.	LinkedIn		www.linkedin.com	4
3.	Indeed		www.indeed.com	2
4.	Massachusetts Broadcasters Association		<a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>	0
<b>OTHER SOURCES OF INTERVIEWEES</b>				

<b>No.</b>	<b>Description of Other Sources</b>	<b>Number of Interviewees</b>
5.	WEZE website: <a href="http://www.wezeradio.com">www.wezeradio.com</a>	0
6.	WROL website: <a href="http://www.wrolradio.com">www.wrolradio.com</a>	0
7.	Radio Advertisement – WEZE/WROL	0
8.	Employee Referral	0
<b>Total Number of Interviewees</b>		<b>7</b>

### **III. OUTREACH INITIATIVES**

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

#### **A. Management Training for EEO Compliance:**

The Salem Vice President of Human Resources conducts monthly HR Network Training Sessions via teleconference and PowerPoint presentations, which included review 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 the other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

#### **B. Job Bank/Newsletter Listing:**

Advertised every upper-level opening in job banks whose membership includes substantial participation by women and minorities such as LinkedIn and Indeed.