

EEO PUBLIC FILE REPORT

For the reporting period of April 1, 2023 through March 31, 2024
The SEU has a total of 12 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	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	09/06/23	1-11
2	Operations Assistant	Internal Job Posting	09/18/23	1-3, 8-11

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 13 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	6
4	Indeed.com		www.indeed.com Recruit Holdings Co., LTD	3

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	1
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	Websites - KLUP (klup.com), KSLR (kslr.com)	0
10	Websites - Salemmedia.com	2
11	Internal Job Posting	1
12	Job and Career Fairs	0
Total Number of Interviewees:		13

IV. **OUTREACH INITIATIVES**

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

A. Job Fairs

On April 13, 2023, the SEU's Business Manager attended the Choice Career Fair job fair at the DoubleTree by Hilton Hotel in San Antonio, Texas. The Business Manager talked to potential applicants, handed out employment information, and collected resumes of those who were interested in applying for jobs with the SEU and in the broadcasting industry. In addition, the SEU's booth had information about broadcasting products and services to further educate the public on the industry.

B. Job Banks & Internet Programs

The SEU participated in job banks and internet programs designed to provide information about opportunities in broadcasting and to encourage women and minorities to consider future employment in broadcasting. All job openings were posted on websites or emailed to the contact person to ensure broad internet recruitment. During this reporting period, the Texas Association of Broadcasters job bank was used.