

## EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2024 through September 30, 2025

The SEU has a total of 17 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	WTBN (AM)	Pinellas Park, FL	51985	No
Salem Communications Holding Corporation	WGUL (AM)	Dunedin, FL	1177	No
Salem Communications Holding Corporation	WLCC (AM)	Brandon, FL	71212	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 to Fill Vacancy
1	Board Operator/Producer	None-Internal Promotion	04-06-25	None-Internal Promotion
2	Board Operator/Producer	None-Internal Promotion	04-06-25	None-Internal Promotion
3	Regional General Sales Manager	Salem Website	07-28-25	1-3,9-11,16,18-19,22

### **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 4 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	Exciting Idlewild Baptist Church		Jobs Support Group Director iWork Group P.O. Box 44 Tampa, FL 33548 Contact: Suzanne Green <a href="mailto:sgreen@idlewild.org">sgreen@idlewild.org</a> Contact: Jinnie Stephenson <a href="mailto:jstephenson@idlewild.org">jstephenson@idlewild.org</a> <a href="https://idlewild.thejobconnection.org">https://idlewild.thejobconnection.org</a>	0
2	In Between Jobs Support Group		<a href="mailto:Bnpsaxon@tampabay.rr.com">Bnpsaxon@tampabay.rr.com</a> Contact: Bob Saxon	0
3	St. Paul Catholic Job Support Group		<a href="mailto:jim.kissane.tampa@gmail.com">jim.kissane.tampa@gmail.com</a> Contact: Jim Kissane	0
5	New Horizons		Career Development Team Lead 5402 W. Laurel St. Bldg. 1A Ste. 106	0



18	ZipRecruiter.com		<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	0
19	Salem Media Group, Inc (Includes Twitter and Facebook)		4880 Santa Rosa Rd. Camarillo, CA 93012 805-987-0400 Contact: Karen Davenport <a href="mailto:karen.davenport@salemmedia.com">karen.davenport@salemmedia.com</a>	1

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
20	Referrals	0
21	Radio Advertisements	0
22	Unsolicited – Job Board	1
23	Employee Referral	0
24	Glassdoor	0
25	Google +	0
Total Number of Interviewees		4

### III. OUTREACH INITIATIVES

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

#### A. Management Training:

The Salem 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 Office Manager and Business Manager participate in these training sessions each month and then routinely communicate 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:

SEU's Office Manager (having hiring authority) attended the Best Hire Career Fair on January 23, 2025. During the event, job opportunities available at the SEU were discussed, job information was distributed, and resumes were collected.

#### C. Job Banks and Internet Programs:

The employment unit participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage women and minorities to consider future employment in broadcasting. In addition, all job openings have been posted on websites to ensure broad internet recruitment. During this reporting period the following job banks have been used:

**D. Other Activities:**

The SEU hosted a station tour for several students who were doing an internship with one of our programming clients. The students were given the opportunity to view in-studio live programming as part of the tour experience followed by a Q&A which included a discussion on employment opportunities.

The SEU hosted a station tour for 9 students and the Director of Career Development from Florida College. The students spent time in our studio area and were able to watch a setup for a pre-record session. They were also able to view a live recording session for one of our programmers. They were introduced to our studio staff as well as our Department Heads and General Manager followed by a Q&A which included a discussion on employment opportunities.