

## **EEO PUBLIC FILE REPORT**

For the reporting period of 6/1/2024 through 5/31/25

The SEU has a total of **16 F/T Employees** in Reporting Year **2** 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	WAVA-FM	Arlington, VA	4644	N/A
Salem Communications Holding Corporation	WAVA(AM)	Arlington, VA	54465	N/A
Salem Communications Holding Corporation	WWRC(AM)	Bethesda, MD	11846	N/A
Salem Communications Holding Corporation	WRCW(AM)	Warrenton, VA	53368	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	Indeed	6/10/24	1-7
2	Media Strategist	Employee Referral	7/1/2024	1-7
3	Board Operator	Indeed	10/8/24	1-7
4	Promotion Director	Employee Referral	10/14/24	1-7
5	Media Strategist	LinkedIn	10/16/24	1-7

### **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.

<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	National Alliance of State Broadcasters Association		<a href="http://www.careerpage.org">www.careerpage.org</a>	0
2	Maryland DC and Delaware Broadcasters		<a href="http://www.MDCD.com">www.MDCD.com</a>	0
3	Handshake		<a href="http://www.joinhandshake.com">www.joinhandshake.com</a> (jobs posted to local colleges and universities)	0
4	Christianjobs.com		<a href="http://www.christianjobs.com">http://www.christianjobs.com</a> Contact: Karen Davenport <a href="mailto:Karen.Davenport@salemmedia.com">Karen.Davenport@salemmedia.com</a>	0
5	Salem Media Group, Inc. (includes Facebook, Twitter, LinkedIn)		4880 Santa Rosa Road, Camarillo, CA 93012 <a href="http://salemmedia.com">http://salemmedia.com</a> Contact: Karen Davenport <a href="mailto:Karen.Davenport@salemmedia.com">Karen.Davenport@salemmedia.com</a>	3
6	Virginia Association of Broadcasters		<a href="http://www.VABOnline.com">www.VABOnline.com</a>	0

7	National Religious Broadcasters	<a href="http://nrb.org/">http://nrb.org/</a>	0
<b>OTHER SOURCES OF INTERVIEWEES</b>			
<b>No.</b>	<b>Description of Other Sources</b>	<b>Number of Interviewees</b>	
8	Employee Referral	3	
9	Indeed	25	
10	HireEz	1	
<b>Total Number of Interviewees</b>			<b>32</b>

### III. **OUTREACH INITIATIVES**

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

#### **A. Management Training**

Salem's 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 Administrative Assistant and Local HR Director participate 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 Banks and Internet Programs:** - The SEU participated in job banks and Internet programs designed to provide general information about opportunities in broadcasting and to encourage individuals to consider future employment. Job openings were posted on a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following job banks and internet programs were used:

National Alliance of State Broadcasters Association – [www.careerpage.org](http://www.careerpage.org)  
Maryland DC Delaware Broadcasters Association – [www.MDCD.com](http://www.MDCD.com)  
Virginia Association of Broadcasters – [www.vabonline.com](http://www.vabonline.com)

#### **C. Job Fairs:**

The SEU's Administrative Assistant/General Manager/HR Director/Operations Manager participated in four virtual job fairs to recruit for several full-time positions. Prospective employees were encouraged to apply online for consideration.

1. *Job FairX: May 15, 2025*
2. *Job FairX: May 22, 2025*
3. *Job FairX: May 23, 2025*
4. *Job FairX: May 26, 2025*

#### **D. Training Program for Higher Level Positions:**

The SEU's General Manager has established on-going "Management and Leadership" training sessions for current employees featuring training by the General Manager as well as leaders from the Washington area from various

fields of business and the non-profit arena. This training program focuses on Management and Leadership skills including Time Management, Prioritizing and the mind-set of Leadership. The goal of the training is to encourage and develop employees for higher level positions of leadership within Salem and in the community.