

EEO PUBLIC FILE REPORT

For the reporting period of 12/1/18 through 11/30/19

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	KDIZ(AM)	Golden Valley, MN	10828	N/A
Salem Communications Holding Corporation	KKMS(AM)	Richfield, MN	18518	N/A
Salem Communications Holding Corporation	KYCR(AM)	Golden Valley, MN	35504	N/A
Salem Media of Massachusetts, LLC	WWTC(AM)	Minneapolis, MN	9676	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:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Media Strategist	Indeed	3/11/19	2, 5, 6, 13-15, 19, 21, 23, 24, 26
2	Media Strategist	Station Website	5/20/19	2, 5, 6, 11-15, 18, 19, 21-24, 27
3	Administrative Assistant	Indeed	9/4/19	3-6, 12, 13, 15, 16, 19, 21-24, 26
4	Media Strategist	Indeed	11/4/19	4-6, 12, 13, 15, 17, 19, 21, 22, 24, 26, 27

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 65 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	ActiveHire		Activehire.com	
2	All Access		Allaccess.com	
3	Bethel College		https://bethelu-csm.symplicity.com/employers	
4	BetterTeam		Betterteam.com	6
5	ChristianJobs.com		9401 Courthouse Road, Ste 300 Chesterfield, Virginia 23832 (805) 987-0400 Karen Davenport	
6	CMB		http://cmbonline.org/post-a-job/	

7	Craigslist.org		Craigslist.org	
8	Dakota County Technical College		https://www.collegecentral.com/CCNEngine/SEHome.cfm?SecTag=DnEc8N2dcX	
9	Glassdoor		Glassdoor.com	
10	Hennepin Technical College		https://www.collegecentral.com/hennepintech/Employer.cfm	
11	HisAir.net		jobs@hisair.net	
12	Indeed		Indeed.com	43
13	Jobsite		Jobsite.com	
14	JobSpider		Jobspider.com	
15	Jora		Jora.com	
16	JoinHandshake.com		Joinhandshake.com (posts jobs to numerous local colleges and universities)	
17	MediaRecruiter.com		MediaRecruiter.com	
18	Minnesota Broadcasters Association		office.manager@minnesotabroadcasters.com	
19	Minnesota Works		Minnesotaworks.net	2
20	National Association of Broadcasters		Nab.org/bcc/personnel	
21	National Religious Broadcasters		http://nrb.org/membership/career-classifieds/	
22	PostJobFree		PostJobFree.com	
23	Transform MN		Transformmn.org	
24	TV and Radio Jobs		TVandradiojobs.com	
25	Wisestep		https://hiring1.wisestep.com/recruiter/login	
26	Salem Media Group, Inc. (Includes Facebook, Twitter & LinkedIn)		4880 Santa Rosa Rd Camarillo, CA 93012 Contact: karendavenport@salemmedia.com	
27	ZipRecruiter		ZipRecruiter.com	3

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
28	RADIO AD – WWTC (AM) KKMS (AM), KYCR (AM), KDIZ (AM)	8

29	WWTC, KKMS, KYCR, KDIZ – websites	
30	Internal Referral	2
31	Outside Referral	1
32	Station Event	
33	Internal Promotion	
34	Former Employee	
Total Number of Interviewees		65

III. **OUTREACH INITIATIVES**

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

A. **Management Training:**

1. The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations. During this reporting period, the Business Manager of the SEU participated in an EEO Compliance presentation. The Business Manager routinely communicates with the General Manager and other management team members to keep all employees apprised of the company and the station's policy on equal employment.

B. **On the Job Training to Qualify for Higher Level Positions:**

1. The SEU promotes an on-the job training sessions designed to enable station personnel to acquire skills that could qualify them for higher level positions. A monthly programming meeting for all board operators gives in-depth training on ENCO, FCC, and Engineering Services.

C. **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 minorities and women to consider future employment. All upper level openings have been posted on web sites and sent to various organizations to ensure broad and inclusive outreach. In the reporting period the following sites have been used:

- TV & Radio Jobs
- Minnesota Broadcasters Association
- National Religious Broadcasters

D. **Other Activities:**

The Production Director of the SEU participated in the "Be The Broadcaster" event on 3/29/19 at the St. Cloud State University Campus in St. Cloud, Minnesota. "Be The Broadcaster" is an event in which Alumni speak about their positions in broadcasting with Mass Communications & Broadcast majors and new graduates. Salem Media Group items were handed out as well as a job description for a Part-time Board Operator at Salem Media Group.