

## EEO PUBLIC FILE REPORT

For the reporting period of 12 / 1 / 17 through 11 / 30 / 18

**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	WNIV(AM)	Atlanta, GA	23067	No
Salem Communications Holding Corporation	WLTA(AM)	Alpharetta, GA	42660	No
Salem Communications Holding Corporation	WAFS(AM)	Atlanta, GA	72111	No
Salem Communications Holding Corporation	WGKA(AM)	Atlanta, GA	65976	No
Salem Communications Holding Corporation	WFSH(FM)	Athens, GA	56390	No
Salem Communications Holding Corporation	WDWD(AM)	Atlanta, GA	8623	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 Contacted to Fill Vacancy
1.	Assistant Program Director	Other	6/11/18	1-18
2.	Multimedia Producer	Indeed.com	7/9/18	1-18
3.	Producer	Linked In	9/21/18	1-18
4.	Senior Account Executive	Employee Referral	5/23/18	1-18
5.	Digital Audience Specialist	Linked In	6/30/18	1-18
6.	Account Executive	Indeed.com	2/28/18	1-18
7.	Promotions Director	Employee Referral	11/20/18	1-18

### 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 50 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	Trinity Anglican Mission	2270 Defoor Hills Rd NW Atlanta, GA 30318 Phone: (404)367-6500	1
2	Moody Alumni Association	* <a href="http://www.moodyalumni.org">www.moodyalumni.org</a> Attn: Career Services	
3	Atlanta Urban League Attn: Career Services	100 Edgewood Avenue NE Suite 600 Atlanta, GA 30303 Fax: (404)659-5326 Phone: (404)569-1150	
4	Atlanta Metropolitan State College	1630 Metropolitan Parkway Atlanta, GA 30310 Attn: Dorothy Williams	

5	The Atlanta Business League	931 Martin Luther King Jr. Blvd Atlanta, GA 30314 <a href="mailto:jbryson@atlantabusinessleague.org">jbryson@atlantabusinessleague.org</a>	
6	Georgia State University	<a href="https://www.myinterfase.com/gsu/employer/">https://www.myinterfase.com/gsu/employer/</a>	6
7	The King Center	449 Auburn Avenue Atlanta, GA 30312 Phone: (404)526-8960 Fax: (404)524-8901	
8	University of Georgia	Career Planning & Placement Clark Howell Hall Athens, GA 30602	11
9	Latin American Association	Attn: Fernando Escalante 2665 Buford Highway NE Atlanta, GA 30324	
10	Georgia Association of Broadcasters	6 West Druid Hills Drive NE – Suite 330 Atlanta, GA 30329 Phone: (770)395-7200	
11	NAACP – Macon	290 Rogers Avenue Macon, GA 31208	
12	100 Black Men of Macon/Middle Georgia	P.O. Box 928 Macon, GA 31202	
13	Fort Valley State University	Career Services 1005 State University Drive Fort Valley, GA 31030	
14	Middle Georgia College	Allan Chastain, Dir. Career Resources 1100 Second Street Cochran, GA 31014	3
15	ChristianJobs.com	4880 Santa Rosa Road Camarillo, CA 93012 Contact: Karen Davenport <a href="mailto:Karen.davenport@salemmedia.cc">Karen.davenport@salemmedia.cc</a>	2
16	Salem Media Group Inc. Facebook.com, Twitter.com LinkedIn.com	4880 Santa Rosa Road Camarillo, CA 93012 Contact: Karen Davenport <a href="mailto:Karen.davenport@salemmedia.com">Karen.davenport@salemmedia.com</a>	18
17	Media Recruiter	<a href="http://www.media recruiter.com">www.media recruiter.com</a>	5
18	Sydney	* <a href="http://www.simplewithsyd.com">www.simplewithsyd.com</a>	
<b>OTHER SOURCES OF INTERVIEWEES</b>			
19	Other: Applicants at prior job fairs	GAB/UGA Career Fair held 2/8/17	4
<b>Total Number of Interviewees</b>			<b>50</b>

### III. OUTREACH INITIATIVES

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

#### A. 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 women and minorities to consider future employment. During this reporting period, the following job banks were notified of full-time job vacancies:

- Georgia Association of Broadcasters

**B. Other Activities:**

1. The SEU spent time with the Youth Mission at Kennesaw First Baptist Church on April 14, 2018. The SEU was there to support the community and help them raise funds.
2. The SEU participated in Career on Wheels Day at Bryant Elementary School on November 16, 2018. The SEU inspired the students to dream and how to make their dreams reality.
3. The SEU hosted 3 media sessions at North Cobb Christian School on November 14, 2018. Each session had 15-20 kids, discussing jobs in radio/media and allowing some of them to come to the radio station to host their own talk show that was recorded and put on Facebook Live.

**C. Management Training Initiative:**

The Salem Director 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 participates 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.