

**EEO PUBLIC FILE REPORT**

For the reporting period of 10/01/2021 through 09/30/2022

**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 Media of Hawaii, Inc.	KAIM-FM	Honolulu, HI	10950	N/A
Salem Media of Hawaii, Inc.	KHCM-FM	Honolulu, HI	34620	N/A
Salem Media of Hawaii, Inc.	KKOL-FM	Aiea, HI	70384	N/A
Salem Media of Hawaii, Inc.	KGU-FM	Honolulu, HI	641	N/A
Salem Media of Hawaii, Inc.	KGU(AM)	Honolulu, HI	53705	YES
Salem Media of Hawaii, Inc.	KHCM(AM)	Honolulu, HI	10934	YES
Salem Media of Hawaii, Inc.	KHNR(AM)	Honolulu, HI	16742	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	Employee Referral	10/28/2021	1-9
2	Media Strategist	Employee Referral	11/22/2021	1-9
3	Board Operator	Employee Referral	02/28/2022	1 and 3-9
4	Media Strategist	Indeed.com	03/15/2022	1-9
5	Office Manager	Glassdoor	04/27/2022	1 and 3-10

**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 15 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of Recruitment Source:	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	ChristianJobs.com		4880 Santa Rosa Road Camarillo, CA 93012 (805) 987-0400 Contact: Karen Davenport Email: Karen.davenport@salemmedia.com	0
2	Craig's List		www.honolulu.craigslist.org	0
3	Hawaii Association of Broadcasters, Inc.		P.O. Box 22112 Honolulu, HI 96823 (808) 599-1455	0
4	Salem Media Group, Inc. (including LinkedIn, Twitter and Facebook)		4880 Santa Rosa Road Camarillo, CA 93012 (805) 987-0400 Contact: Karen Davenport Email: Karen.davenport@salemmedia.com	0
5	Indeed.com		www.indeed.com	4
6	LinkedIn		www.linkedin.com	3
7	Glassdoor		www.glassdoor.com	1
8	CareerBuilder		www.careerbuilder.com	2
<b>OTHER SOURCES OF INTERVIEWEES</b>				
No.	Description of Other Sources			Number of Interviewees
9	Employee Referral			3
10	Internal – Transfer or Promotion			2
<b>Total Number of Interviewees</b>				<b>15</b>

### 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 Business Manager and 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 apprised of the company and SEU's policy on equal employment.

**B. Scholarship Program:**

The SEU participates in Scholarship programs for Hawaii Association of Broadcasters, Inc. (HAB) for students who are interested in careers in the broadcasting industry. The SEU's General Manager is on the Board of Directors and participates in the selection process. During the reporting period, one student from Arizona State University, one student from Chapman University, and one student from Grand Canyon University participated in the program.

**C. Job Bank Outreach Efforts:**

The SEU participates in advertising for full-time positions to job banks to provide general information about opportunities in broadcasting and to encourage women and minorities to consider future employment in broadcasting. During the reporting period, the following job banks were contacted:

- i. Hawaii Association of Broadcasters, Inc.

**D. Job Fair Participation:**

The SEU participated in one broadcaster virtual job fair. The Hawaii Association of Broadcasters' virtual job fair is a supplemental outreach program intended to educate the public about careers in broadcasting and the qualifications necessary to fill those positions. Interested applicants are able to apply for posted positions online at [www.BroadcastersVirtualJobFair.com](http://www.BroadcastersVirtualJobFair.com). The SEU's manager (with hiring authority) participated in the following three (3) virtual job fairs:

- March 2022 - The Hawaii Association of Broadcasters
- June 2022 - The Hawaii Association of Broadcasters
- August 2022 - The Hawaii Association of Broadcasters

**E. Training for Higher Level Positions:**

The SEU has a training program designed to enable station personnel to acquire skills to qualify for higher level positions. During this reporting period, Administrative Assistant is being trained by the SEU's Office Manager to become the Credit and Collections Manager. All training is an on-going effort to train and prepare the SEU employees for advancement within the company.