

EEO PUBLIC FILE REPORT

For the reporting period of 10/01/2022 through 09/30/2023

The SEU has a total of 8 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 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:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS’s Contacted to Fill Vacancy
1	Media Strategist	Employee Referral	12/19/22	1,4,9

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 1 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	0
6	LinkedIn		www.linkedin.com	0
7	Glassdoor		www.glassdoor.com	0
8	CareerBuilder		www.careerbuilder.com	0
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
9	Employee Referral			1
10	Internal – Transfer or Promotion			0
Total Number of Interviewees				1

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. Job Fair Participation:

The SEU participated in one broadcaster virtual job fair. The Hawaii Association of Broadcaster's 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. The SEU's manager (with hiring authority) participated in in the following one (1) virtual job fairs:

- March 2023 - The Hawaii Association of Broadcasters