

EEO PUBLIC FILE REPORT

For the reporting period of 08/01/2022 through 07/31/2023

The SEU has a total of **19** F/T Employees in Reporting Year **1** 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
New Inspiration Broadcasting Company, Inc.	KFIA (AM)	Carmichael, CA	50300	N/A
New Inspiration Broadcasting Company, Inc.	KKFS (FM)	Lincoln, CA	56366	N/A
Salem Communications Holding Corporation	KSAC-FM	Dunnigan, CA	51220	N/A
New Inspiration Broadcasting Company, Inc.	KTKZ (AM)	Sacramento, CA	59599	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	FT Board Op - Weekdays	Employee Referral	09/01/22	1-7, 9-12, 14
2	Digital Sales Manager	LinkedIn	09/19/22	3-7, 9-14
3	Account Executive - Digital Media - Remote	Employee Referral	12/19/22	3-7, 10-14
4	Account Executive - Radio Sales	Employee Referral	06/11/23	1-7, 9-14

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 27 people interviewed for full-time positions.

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	California Broadcasters Association		915 L St, Ste 1150, Sacramento, CA 95814 YourCBA.com, (916) 444-2237 Contact: Joe Berry	0
2	California State University of Sacramento		6000 J Street, Lassen Hall 1013 Sacramento, CA 95819 (916) 278-6231, Contact: Career Center	0
3	ChristianJobs.com		4880 Santa Rosa Rd, Camarillo, CA 93012 Contact: Karen Davenport Karen.Davenport@SalemMedia.com	2

4	Greater Sacramento Urban League	3725 Marysville Blvd, Sacramento, CA 95838 (916) 286-8611, Contact: Brenda Burnet	0
5	La Familia	5523 34 th St, Sacramento, CA 95820 (916) 452-3601, Contact: Daniel Barreras	0
6	Mather Community Campus	10638 Schirra Ave, Mather, CA 95655 (916) 876-4022, Contact: Tammy Banghart	0
7	Salem Media Group, Inc (including Salem's Twitter, Facebook and LinkedIn)	4880 Santa Rosa Rd, Camarillo, CA 93012 www.SalemMedia.com Contact: Karen Davenport, (805) 987-0400 Karen.Davenport@SalemMedia.com	6
8	SETA and CalJobs.ca.gov	Sacramento Employment & Training Agency 1217 Del Paso Blvd, Sacramento, CA 95815 (916) 263-3757, Contact: Linda Ball	0
9	William Jessup University	333 Sunset Blvd, Rocklin, CA 95765 (916) 577-2200, Contact: Lynn Hallimore	0
10	Zip Recruiter, Inc	604 Arizona Ave, Santa Monica, CA 90401 ZipRecruiter.com, (877) 252-1062	4

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
11	CareerBuilder.com	1
12	Employee Referral	6
13	iHire.com	2
14	Indeed.com	6
15	Other	0
Total Number of Interviewees		27

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 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.

B. Employee Training Program

The SEU's General Manager conducted station management training with 2 department managers to mentor them in the responsibilities of a station manager to qualify for advancement into higher level positions. In addition, the SEU's Operations Manager provided cross-training for 1 support staff to qualify for job advancement to higher-level positions of Program Director and Operations Manager.

C. Job Fairs

The SEU's staff participated the following events:

1. August 17, 2022 – The SEU's Business Manager conducted on-site interviews at the Tri-County Hybrid Job Fair, hosted by Destiny Community Church in Rocklin.
2. March 8, 2023 – The SEU's General Sales Manager gave a zoom "Broadcast Career" presentation, answered students' questions and invited them to apply online for current positions for the SEU in the National Association of Broadcasters' "Student Networking Night for Careers in Broadcast Media" event.
3. May 1, 2023 – The SEU's General Sales Manager conducted on-site interviews, and Regional VP/General Manager participated in a Broadcast Business Educational Panel to answer questions about the local broadcast industry, at the Multi-Media Career Day at Sacramento State University, organized by California Broadcasters Association.
4. June 16, 2023 – The SEU's Business Manager participated in a virtual video meeting with applicants in the online Spring 2023 Diversity Employment Day Education & Diversity Virtual Career Fair hosted by Career Fair Plus.

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 individuals to consider future employment in radio broadcasting careers. Job openings were posted on a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following websites were used:

1. California Broadcasters Association (YourCBA.com)

D. Other Activities

The SEU provided promotional support for State and County Job Fairs with on-air and website promotions for the following events:

1. August 16, 2022 – National Virtual Career Fair for Veterans, hosted by DAV and Recruit Military, open to all US military veterans and their spouses seeking new careers with the opportunity to meet recruiters and decision makers online who have immediate openings nationwide in all industries.
2. August 17, 2022 – Tri-County Hybrid Job Fair, hosted by Destiny Community Church in Rocklin, with opportunities for jobseekers to meet multiple hiring managers from across Sacramento, Placer, and El Dorado Counties
3. November 8, 2022 – Veterans and Community Job & Resource Fair, hosted by SacramentoWorks at B.T. Collins Army Reserve Center, with immediate openings in Federal & State Agencies, Healthcare, Management, Warehouse and more.
4. April 27, 2023 – SacJobs Spring Career Fair, hosted by SacJobs.com, with opportunities for jobseekers to meet recruiters and decision makers that have immediate openings within the Sacramento Valley.