

## EEO PUBLIC FILE REPORT

For the reporting period of 08/01/15 through 7/31/16

**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.	KFAX(AM)	San Francisco, CA	24510	No
SCA Palo Alto, LLC	KDOW(AM)	Palo Alto, CA	65485	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	Board Operator	Employee Referral	5/31/16	1,2,7
2	Account Executive	Employee Referral	2/29/16	1,2,3
3	Director of Sales	Employee Referral	7/18/16	1,2,

### 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 17 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	Salemmedia.com		4880 Santa Rosa Rd Camarillo, CA. 93012 Karen Davenport 805-389-7785	4
2	Indeed.com		<a href="http://www.indeed.com">www.indeed.com</a>	5
3	Linked In		<a href="http://www.linkedin.com">www.linkedin.com</a>	1
4	Radio Online		<a href="http://www.radio-online.com">www.radio-online.com</a>	0
5	Job Village		<a href="http://www.jobvillage.com">www.jobvillage.com</a>	0
6	TV & Radio Jobs		<a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>	0
7	All Access.com		<a href="http://www.allaccess.com">www.allaccess.com</a>	4
8	Hire Live/Job Fair		<a href="http://www.ncfairs.com">www.ncfairs.com</a>	0
<b>OTHER SOURCES OF INTERVIEWEES</b>				
No.	Description of Other Sources			Number of Interviewees
9	Radio Advertisements on KFAX AM 1100 & KDOW AM 1220			0
10	KFAX.COM & KDOW.BIZ			0
<b>Total Number of Interviewees</b>				<b>17</b>

### III. OUTREACH INITIATIVES

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

#### A. **Management and EEO Training**

The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Power Point presentations, which also includes reviews of EEO policies and compliance, The SEU's Office Manager and Assistant Office Manager participates in these training sessions each month and then routinely communicates with 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. **Job Fairs**

The SEU participated in the following career fairs during the reporting period to disseminate fulltime job openings and information about careers in broadcasting. The SEU reviews candidate applications and information for possible future job openings. The SEU's General Manager participated in the following job fairs.

**08/04/15 Job Journal Hire Events Silicon Valley CA**  
**12/07/15 Job Journal Hire Events San Francisco CA**  
**02/25/16 Job Journal Hire Events East Bay CA**  
**04/27/16 Job Journal Hire Events Silicon Valley CA**

#### C. **Training Program for Higher level positions**

The SEU provides on the job training to enable station personnel the opportunity to acquire skills that will help qualify them for higher level positions. During this reporting period, one employee was trained by a sponsored program from the Radio Advertising Bureau and completed Certification as Certified Digital Marketing Consultant Certified Digital Marketing Consultant 2.0 Radio Marketing Professional Certified Marketing Consultant.