

**EEO PUBLIC FILE REPORT**

For the reporting period of 12/01/2023 through 11/30/2024

The SEU has a total of 14 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 Colorado, Inc.	KNUS(AM)	Denver, CO	42377	n/a
Salem Media of Colorado, Inc.	KRKS-FM	Lafayette, CO	58631	n/a
Salem Media of Colorado, Inc.	KRKS(AM)	Denver, CO	58632	n/a
Salem Media of Colorado, Inc.	KBJD(AM)	Denver, CO	87151	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	Referral	01/02/2024	1- 17
2	Media Strategist	Referral	01/02/2024	1- 17
3	On Air host	Current Independent Contractor	02/05/2024	1- 17
4	Media Strategist	Indeed.com	03/04/2024	1- 17
5	Media Strategist	Facebook	07/29/2024	1- 17

**II. RECRUITMENT SOURCE LIST**

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There was 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	Colorado Broadcasters Association		333 W Hampden Ave Ste 400 Englewood, CO 80110 www.coloradobroadcasters.org	0
2	Colorado Job Bank		303-340-1212 11059 E. Bethany Dr, Ste 201 Aurora, CO 80014 www.connectingcolorado.org	0

3	Colorado Media School		Placement Services 404 S Upham St Lakewood, CO 80226	0
4	Denver Hispanic Chamber of Commerce, Inc.		303-534-8377 924 W Colfax Ave Denver, CO 80204	
5	Denver Indian Center	*	Eileen Masquat 4407 Morrison Rd Denver, CO 80219 Eileen@denverindiancenter.org	0
6	Front Range Community College		Career Services <a href="http://www.frontrange.edu">www.frontrange.edu</a> 3645 W 112 <sup>th</sup> Ave Westminster, CO 80031	0
7	Hispanic Chamber of Commerce		444 N Sherman St Denver, CO 80203	0
8	JoinHandshake.com		<a href="http://www.joinhandshake.com">www.joinhandshake.com</a> (posts jobs to numerous local colleges and universities)	0
9	National Alliance of State Broadcasters Associations		2333 Wisconsin St, NE Albuquerque, NM 87110 505-881-4444 <a href="http://www.careerpage.org">www.careerpage.org</a>	0
10	National Black Media Coalition		1738 Elton Rd Suite 314 Silver Springs, MD 20903	0
11	Rocky Mountain Bible Institute		Career Services 12189 W 64 <sup>th</sup> Ave Arvada, CO 80002	0
12	State of Colorado Department of Labor and Employment (aka Colorado Job Bank)		Cindi Humbert 303-340-1212 11059 E. Bethany Dr, Ste 201 Aurora, CO 80014	0
13	Chrisitanjobs.com		Chrisitanjobs.com	
14	GlassDoor		Glassdoor.com	
15	Indeed		Indeed.com	4
16	Salem Media Group, Inc. Includes Facebook, Twitter and Linked In		salemmedia.com contact: Karen Davenport 4880 Santa Rosa Rd Camarillo CA 93012	6
17	Zip Recruiter		Ziprecruiter.com	0

<b>OTHER SOURCES OF INTERVIEWEES</b>		
<b>No.</b>	<b>Description of Other Sources</b>	<b>Number of Interviewees</b>
18	KNUS(AM), KRKS-FM, KRKS(AM), KBJD(AM) websites. Radio Ad	1
19	Current Independent Contractor	2
20	Employee Referral	4
<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 EEO Training:

1. The Salem Vice President of Human Resources conducts monthly HR Network Training sessions via webinar and PowerPoint presentations, which includes review of EEO policies and compliance. The SEU's GM/Regional VP and Business Manager participates in these training sessions each month and then routinely communicates with other relevant team members to keep all employees apprised of the company and SEU's policy on equal employment.

#### B. 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 minorities and women to consider future employment. Available positions were posted on web sites and sent to various organizations to ensure broad and inclusive outreach. In the reporting period, the following sites have been used:

Colorado Broadcasters Association

Colorado Job Bank

National Alliance of State Broadcasters Association (Note: When posted job notification is also sent automatically to the Colorado Broadcasters Association).

#### C. Participate in Job Fairs:

The SEU participated in three job fairs with Colorado Broadcasters Association Virtual Job Fairs. Job opportunities were discussed, and resumes were collected.

- January 22-26, 2024
- September 9-13, 2024

#### D. Training Program for Personnel to Acquire Skills to Qualify for Higher Level Positions:

Two Board Operators working with other members of staff to learn various aspects of editing, production and imaging projects that once mastered will qualify them for higher positions locally and throughout Salem.