

**EEO PUBLIC FILE REPORT**

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

The SEU has a total of **12 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
New Inspiration Broadcasting Company, Inc.	KPRZ (AM)	San Marcos-Poway, CA	54461	N/A
New Inspiration Broadcasting Company, Inc.	KCBQ (AM)	San Diego, CA	13509	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	Promotions and Social Media Manager	Employee Referral	10.17.22	1-9
2	Media Strategist	Employee Referral	1.3.23	1-9
3	Media Strategist	Indeed.com	2.6.23	1-9
4	Production Manager	Current Employee	2.26.23	1-9
5	Office Administrator	Kprz.com	3.13.23	1-9
6	Media Strategist	Employee Referral	7.24.23	1-9

**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 42 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	Southern California Broadcasters Association (SCBA)		5670 Wilshire Blvd. Los Angeles CA 90036 323-930-5597 www.scba.com	0
2	Salem Media Group, Inc. (including Salem’s twitter, Facebook and Linked In)		4880 Santa Rosa Road Camarillo, CA 93013 Contact: Karen Davenport Karen.davenport@salemmedia.com	5
3	ChristianJobs.com		4880 Santa Rosa Road Camarillo, CA 93013 www.salemedia.com Contact: Karen Davenport Karen.davenport@salemmedia.com	0
4	California Broadcasters Association		915 “L” Street, Suite 1150 Sacramento, CA 95814	0

		(916) 444-2237	
5	National Religious Broadcasters	660 N. Capitol Str. NW, Suite 210 Washington, DC 20001 202-849-8451 Contact: Mary Montemayor	0
6	San Diego City College	1313 Park Boulevard San Diego, CA 92101 Email: Lcastane@sdccd.edu	0
7	All Access Website	Allaccess.com	3
8	Indeed.com	Indeed.com	24
9	Metro Career Center	Metro Career Center 3910 University Ave San Diego, California 92105 Phone : 619-516-2216 Email : metroregioncareercenter@gmail.com Stephanie Murphy	0
<b>OTHER SOURCES OF INTERVIEWEES</b>			
<b>No.</b>	<b>Description of Other Sources</b>		<b>Number of Interviewees</b>
10	KPRZ radio website www.kprz.com		1
11	KCBQ radio website www.kcbq.com		0
12	Employee Referral		4
13	Linked-In		0
14	Current Employee		4
15	Job Fair		1
<b>Total Number of Interviewees</b>			<b>42</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 teleconference and Powerpoint presentations, which includes review of EEO policies and compliance. The SEU's Business 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. 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 in a variety of web sites

to ensure broad and inclusive recruitment. During the reporting period the following websites have been used:

- Southern California Broadcasters Association
- National Religious Broadcasters

**C. Job Fairs:**

The SEU participated in 2 job fairs during the reporting period attended by the General Manager and General Sales Manager. The SEU hosted a virtual table and information was available for employment opportunities at the SEU, including current openings. The SEU presented information regarding job opportunities and how to apply on line at the Salem Media Group website.

1. San Diego Virtual Job Fair on August 11, 2023, and hosted by Best Hire Career Fairs
2. San Diego Area Virtual Job Fair on August 25, and hosted by Catalyst Career Group

**D. Training Program:**

1. During this reporting period, the SEU'S Producer was trained by the Operations Manager for the potential future advancement into higher level positions, such as Operations Manager or Program Director.