

**EEO PUBLIC FILE REPORT**

For the reporting period of 10/01/2016 through 9/30/2017

**Amended 4-9-2018**

**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
Inspiration Media, Inc.	KGNW(AM)	Burien-Seattle, WA	28819	N/A
Inspiration Media, Inc.	KLFE(AM)	Seattle, WA	12031	N/A
Inspiration Media, Inc.	KKOL(AM)	Seattle, WA	20355	N/A
Inspiration Media, Inc.	KNTS(AM)	Seattle, WA	87153	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	Traffic Coord/Office Asst	Indeed.com	11-1-2016	1-7,9
2	Receptionist/Sales Assistant	Referral	2/17/17	1-9
3	Multi Media Sales Consultant	LinkedIn	4/24/2017	2-7, 9
4	Director of Radio Luz	Internal Promotion	8/1/2017	2-4,6,7,9

**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 19 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	Washington State Association of Broadcasters (WSAB) Job Bank		<a href="mailto:wsabjobbank@earthlink.net">wsabjobbank@earthlink.net</a> <a href="http://www.wsab.com">www.wsab.com</a>	0
2	Christianjobs.com Job Bank		Karen Davenport <a href="mailto:Karen.Davenport@salemmedia.com">Karen.Davenport@salemmedia.com</a> <a href="http://www.christianjobs.com">www.christianjobs.com</a>	1
3	All Access Job Bank		<a href="http://www.allaccess.com">www.allaccess.com</a>	2
4	Postjobfree.com Job Bank		<a href="http://www.postjobfree.com">www.postjobfree.com</a>	0
5	Jobertise.com		<a href="http://www.jobertise.com">www.jobertise.com</a>	0

6	TV & Radio Jobs.com		<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	0
7	WorkSource Seattle/King County Affiliate	*	Cirilo Ilar <a href="mailto:cilar@esd.wa.gov">cilar@esd.wa.gov</a> <a href="http://www.Go2worksource.com">www.Go2worksource.com</a>	0
8	Puget Sound College Careers Consortium		<a href="http://www.collegestudents4hire.com">www.collegestudents4hire.com</a> Green River Community College Highline Community College Pierce College Renton Technical College Tacoma Community College	0
9	Salem Media Group, Inc (includes Indeed.com, Facebook, LinkedIn & Twitter)		Karen Davenport <a href="mailto:Karen.Davenport@salemmedia.com">Karen.Davenport@salemmedia.com</a> <a href="http://www.salemmedia.com">www.salemmedia.com</a>	7
<b>OTHER SOURCES OF INTERVIEWEES</b>				
<b>No.</b>	<b>Description of Other Sources</b>			<b>Number of Interviewees</b>
10	Radio Advertisement KGNW, KLFE, KKOL, KKMO, KNTS			0
11	KGNW Radio Website <a href="http://www.kgnw.com">www.kgnw.com</a>			0
12	KLFE Radio Website <a href="http://www.freedom1590.com">www.freedom1590.com</a>			0
13	KKOL Radio Website <a href="http://www.kkol.com">www.kkol.com</a>			0
14	KNTS Radio Website <a href="http://www.radioluzseattle.com">www.radioluzseattle.com</a>			2
15	Internal Posting			4
16	Choice Career Fair-Media Sponsor			2
17	Referral			1
<b>Referral Total Number of Interviewees</b>				<b>19</b>

### III. OUTREACH INITIATIVES

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

#### A. Job Banks and Internet Programs:

The employment unit participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage women and minorities to consider future employment in broadcasting. In addition, all job openings have been posted on web sites to ensure broad internet recruitment. In the reporting period, the following web sites have been used:

1. Washington State Association of Broadcasters (WSAB) Job Bank, [www.wsab.com](http://www.wsab.com)
2. All Access Job Bank [www.allaccess.com](http://www.allaccess.com)
3. TV & Radio Jobs.com Job Bank [www.tvandradiojobs.com](http://www.tvandradiojobs.com)

**B. Job Fairs:**

During this reporting period, the station employment unit participated in the job fairs listed below. The employment unit provided handouts, job postings and employment applications and advised potential candidates with information to access company websites and submit their resume and/or application. In addition, the SEU advertised these job fairs on their radio stations and websites to promote wide participation.

On October 13, 2016, the SEU's Director of Local Ministry and General Sales Manager participated in the Choice Career Fair in Kent, WA.

On November 3, 2016, the SEU's General Sales Manager was a participant in the Veteran's Employment & Career Fair in Kent, WA. The job fair along with The City of Kent and WorkSource Affiliate, provided an opportunity for veterans and employers to meet face to face to discuss available positions. This event is to show support to our active and retired military professionals with the aim to recruit, promote and reaffirm our commitment to our veterans in the workplace.

On January 18, 2017, the SEU's General Sales Manager and Business Manager participated in the Seattle, King County & Washington's 17<sup>th</sup> Bi-Annual Diversity Employment Day Career Fair in Seattle, WA. This event brings together the King County and Washington State's major employers with thousands of qualified diversity professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace.

On March 30, 2017, the SEU's Business Manager and General Sales Manager participated in the Choice Career Fair in Seattle, WA.

On May 11, 2017, the SEU's Business Manager and General Sales Manager participated in the Choice Career Fair in Seattle, WA.

On July 19, 2017, the SEU's General Sales Manager participated in the Seattle, King County & Washington's 17<sup>th</sup> Bi-Annual Diversity Employment Day Career Fair in Seattle, WA. This event brings together the King County and Washington State's major employers with thousands of qualified diversity professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace.

**C. Sponsor of events in the community to inform the public of broadcast employment opportunities:**

On October 30, 2016, the SEU's Director of Hispanic Local Ministry and GSM, co-sponsored the Seattle Latino Expo in Kent, WA. This event is one of the largest events that bring together national, regional and local companies plus non-profit, cultural and faith-based organizations while interacting with the fastest growing Latino market. This event is designed to showcase the importance of the Latino/Hispanic community and how it is a vital part of our economic buying power and our willingness to open doors and create opportunities for everyone in the community. The employment unit presented a booth with Inspiration Media staff present, educating job seekers about the company by providing handouts, job postings and company information.

On June 4, 2017, the SEU's GSM and one of our Multi Media Sales Consultants, co-sponsored the Seattle Latino Expo in Kent, WA. This event is one of the largest events that bring together national, regional and local companies plus non-profit, cultural and faith-based organizations while interacting with the fastest growing Latino market. This event is designed to showcase the importance of the Latino/Hispanic community and how it is a vital part of our economic buying power and our willingness to open doors and create opportunities for everyone in the community. The employment unit presented a booth with Inspiration Media, Inc. staff present, educating job seekers about the company by providing handouts, job postings and company information.

**D. Participation in activities sponsored by community groups to inform the public of broadcast employment opportunities:**

On October 18, 2016, the SEU's General Sales Manager participated in the Kent Chamber of Commerce Business Expo in Kent, WA. This event is designed to showcase the importance of local companies, non-profit companies and cultural organizations and bring them together with the local community. The event opens doors and creates opportunities for everyone in the community to learn about what their local businesses can offer them. The employment unit presented a booth with Inspiration Media, Inc staff present, educating job seekers about the company by providing handouts, job postings and overviews.

**E. Management EEO Training:**

1. The Salem Director of Human Resources conducts monthly HR Network Training Sessions via teleconference and Power Point 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.