

# KGNW-AM, KLFE-AM, KNTS-AM, KKOL-AM EEO PUBLIC FILE REPORT

For the reporting period of

October 1, 2022 – September 30, 2023

The SEU has a total of 7 F/T Employees in Reporting Year 2 of 2.

This report covers the following station employment units (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.	KNTS(AM)	Seattle, WA	87153	N/A
Inspiration Media, Inc.	KKOL (AM)	Seattle, WA	20355	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 #	Job Vacancy Title	Recruitment Source referring hiree	Date Filled	RS’s contacted to fill vacancy
1.	Media Strategist	Salem Media Group Job Board	9/7/23	1-7, 9-11, 13-16, 19, 21

## II. Master Recruitment Source List (“MRSL”)

During the reporting period, the following recruitment sources (RS”) were contacted as vacancies for full-time SEU jobs Opened. There were a total of 20 people interviewed for full-time positions.

RS #	RS Information	*Source requested vacancy notification	No. of Interviewees Referred by RS over Reporting Period
1.	<b>All Access Music Group</b> www.allaccess.com/		0
2.	<b>Christianjobs.com</b> Karen Davenport Email: Karen.davenport@salemmedia.com www.christianjobs.com/		0
3.	<b>Washington State Association of Broadcasters (WSAB) Job Bank</b> wsabjobbank@earthlink.net www.wsab.com		0
4.	<b>Postjobfree.com Job Bank</b> www.postjobfree.com		0
5.	<b>Jobertise.com</b> www.jobertise.com		0
6.	<b>TV &amp; Radio Jobs.com</b> www.tvandradiojobs.com		0
7.	<b>WorkSource Job Bank</b> www.Go2worksource.com	*	0

RS #	RS Information	*Source requested vacancy notification	No. of Interviewees Referred by RS over Reporting Period
8.	<b>Puget Sound Careers Consortium Job Bank</b> www.collegestudents4hire.com		0
9.	<b>Radio Online</b> http://www.radio-online.com/		0
10.	<b>Salem Media Group Job Board</b> www.salemmaedia.com		1
11.	<b>Salem Media Group Facebook, Twitter, LinkedIn</b> Karen.Davenport@salemmaedia.com		1
12.	<b>Zip Recruiter</b> 5www.ziprecruiter.com		0
<b>OTHER SOURCES OF INTERVIEWEES</b>			
13.	<b>On-air Announcements</b> KGNW-AM, KKOL-AM		0
14.	<b>Radio Websites &amp; Social Media</b> www.kgnw.com theanswerseattle.com/		0
15.	<b>Job Fairs</b>		0
16.	<b>Employee referrals</b>		1
17.	<b>Unsolicited Resumes/Contact/Walk-in</b>		0
18.	<b>Other Referrals</b>		0
19.	<b>In House Postings</b> Internal Interviews / Current Salem Media Group Employees Transfer / Promotion		0
20.	<b>Former Employee (Rehire)</b>		0
21.	<b>Other Websites:</b> Indeed.com, glassdor.com, and others not specified		17
Total Interviewees over reporting period:			20

## II. Outreach Initiatives

The following is a list of all of outreach initiatives completed by the SEU during the reporting period:

	Type of Recruitment Initiative	Brief Description of Activity
1.	<b>JOB BANKS</b>	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: Washington State Association of Broadcasters (WSAB) Job Bank, All Access Job Bank, TV & Radio Jobs.com, and Post Free Job Bank
2.	<b>JOB FAIRS</b>	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 to 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 July 12, 2023, the SEU co-sponsored and the General Sales Manager participated in the Diversity City Career Fair in Seattle

3.	<b>STAFF TRAINING PROGRAM</b>	The SEU's, General Manager conducts quarterly training with the SEU's General Sales Manager specifically designed to educate him about the radio industry and the responsibilities of a station manager for the employee to gain skills to qualify for advancement into a higher position. Many of the SEU's support staff are also being cross trained in other positions to acquire skills that could qualify them for job advancement or promotion to a higher-level position of responsibility.
4.	<b>MANAGEMENT TRAINING</b>	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.
5.	<b>PARTICIPATION IN ACTIVITIES SPONSORED BY COMMUNITY GROUPS TO INFORM THE PUBLIC OF BROADCAST EMPLOYMENT OPPORTUNITIES</b>	On May 24, 2023, 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.