

EEO PUBLIC FILE REPORT

For the reporting period of 8/1/16 through 7/31/17

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.	KRLA (AM)	Los Angeles, CA	48453	N/A
New Inspiration Broadcasting Company, Inc.	KKLA-FM	Glendale, CA	61267	N/A
New Inspiration Broadcasting Company, Inc.	KFSH-FM	La Mirada, CA	2195	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	Receptionist/Listener Services – Cluster	Indeed.cm	8/2/16	1-3, 5, 6, 8-11, 16, 21, 26
2	Assistant Program Director – Cluster	Internal Promotion	8/8/16	2, 3,12,13, 16, 20, 21, 26
3	Program Coordinator – Cluster	Internal Promotion	8/10/16	1-3, 9,12
4	Program Coordinator – Cluster	Employee Referral	8/29/16	2, 3, 9,12
5	Marketing Consultant – KRLA	Adecco Employment Agency	8/29/16	1-8, 9, 11-23
6	Music Show Host – KFSH	Employee Referral	10/31/16	24
7	Music Show Host – KFSH	Employee Referral	10/31/16	24
8	Integrated Marketing Sales Representatives - KKLA	Employee Referral	11/28/16	1-3, 5-9, 11-23, 26
9	Integrated Marketing Sales Representative – KRLA	Adecco Employment Agency	11/28/16	1-3, 5-9, 11-23, 26
10	Board Operator - Cluster	Internal P/T to F/T	1/3/17	1-3, 5-13, 15-23, 26
11	Integrated Marketing Sales Representative – KRLA	Salem L.A. Website	1/3/17	2-4, 8,10,11,14, 17-19
12	Promotions Assistant – Cluster	Salem Media Group Website	1/5/17	2-5, 8,12,19-21
13	Integrated Marketing Sales Representative – KFSH	Adecco Employment Agency	1/16/17	1-4, 7, 8,10,11,14, 17-19, 26
14	On Air Talent – KKLA	Outside Referral	1/17/17	2, 3
15	Sales Assistant - Cluster	Indeed.com	2/6/17	1-9,11-13, 15-23, 26
16	Talk Show Host – KRLA	Outside Referral	6/12/17	1-13,15-23, 26
17	Credit & Collections Manager – Cluster	Glassdoor Website	7/13/17	1-3, 5, 8, 9,16,19, 20

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 103 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)		Ellen Dostal SCBA – Job Board 5670 Wilshire Blvd. #13270 Los Angeles, CA 90036-5679 www.scba.com	0
2	Salem Media Group, Inc. (including Salem’s Twitter, Facebook and LinkedIn accounts)		4880 Santa Rosa Rd Camarillo, CA 93013 www.salemmedia.com Contact: Karen Davenport karen.davenport@salemmedia.com	7
3	ChristianJobs.com		9401 Courthouse Road, Ste. 300 Chesterfield, VA 23832 karen.davenport@salemmedia.com	1
4	Adecco Staffing		Caitlin Bisaccio, Mgr. 818-265-1163 520 N. Central Avenue - #600 Glendale, CA 91203 www.addeccousa.com	16
5	Jewish Vocational Services - WeHo		Attn: Chantal Graves or H.R. 625 N. San Vincente Blvd. West Hollywood, CA 90069 cgraves@jvsla.org	0
6	Wilshire Metro Worksource Center		Rhonda Rose and Carlene Gepner 3550 Wilshire Blvd., Suite 500 Los Angeles, CA 90010-2407 cgepner@communitycareer.org www.communitycareer.org	0
7	California Broadcasters Association (CBA)		915 “L” St. Ste., 1150 Sacramento, CA 95814 916-444-2237 jberry@yourcba.com	0
8	UCLA African American Studies		c/o Job Board, 305 Portola Plaza Los Angeles, CA 90095-0001	0
9	Jewish Vocational Services of Marina Del Rey		Attn: Jacklyn Olive or H.R. 13160 Mindanao Way, Ste. 240 Marina Del Rey, CA 90292 jolive@jvsla.org	0
10	Asian American Economic Development Enterprises		Attn: Bernice Luu or H.R. 216 West Garvey Ste. E, Monterey Park, CA 91754 aaedeinterns@gmail.com	0
11	Pasadena City College		Job Board or Student Career Center 1570 E. Colorado Blvd. Pasadena, CA 91107-2041 626-585-7123 https://pasadena.edu/	0

12	Glendale Community College		The Job Placement Center San Rafael Building, 2 nd Floor 1500 N. Verdugo Rd. Glendale, CA 91208-2894 Contact: Sharis Davoodi 818-240-1000 x5403 jobplace@glendale.edu	0
13	Biola University		Attn: Office of Employer Relations 13800 Biola Avenue La Mirada, CA 90639-0002 562-903-4876 Career.development@biola.edu Employer.relations@biola.edu Csm.symplicity.com/employers	0
14	Mt. San Antonio College		c/o Job Board or Student Career Services 1100 N. Grand Avenue Walnut, CA 91789-1341 ctc@mtsac.edu www.mtsac-csm.symplicity.com/employers	0
15	Azusa Pacific University		Attn: Job Board or Student Career Services Ctr. P.O. Box 7000 Azusa, CA 91702-7000 career@apu.edu www.apu-csm.symplicity.com	0
16	Alliance for Women in Media		3940 Laurel Canyon Blvd. Studio City, CA 91604-3709 laura@awmsocal.org www.awmsocial.com	0
17	Lennox Constituent Service Center CCD		c/o Rhonda Rose, Job Board or H.R. 4359 Lennox Blvd. Inglewood, CA 90304-2306 310-762-1101 rrose@communitycareer.org	0
18	Work Source Center – Compton CCD		2909 E. Pacific Commerce Dr. Compton, CA 90221 www.communitycareer.org	0
19	Verdugo Jobs Center of Glendale		1255 S. Central Avenue Glendale, CA 91204 818-409-0476 www.verdugojobscenter.org Contact: Nina Schultz fschultz@glendaleca.gov	0
20	Mexican American Opportunity Foundation		972 S. Goodrich Blvd. Commerce, CA 90022 323-890-1555 crufino@maof.org	0
21	Inside Radio		Attn: Job Board P.O. Box 567925 Atlanta, GA 31156 800-248-4242 ads@insideradio.com www.insiderradio.com	0
22	Los Angeles Valley College		5800 Fulton Avenue Valley Glen, CA 91401 www.lavc.edu – 818-947-260	0

23	Women At Work		c/o Job Board, PO Box 5537 Pasadena, CA 91117-0537	0
24	All Access Music Group		24955 Pacific Coast Highway, C303 Malibu, CA 90265 (P) 310-457-6616 (F) 310-457-8058 www.AllAccess.com	19
25	Glassdoor		100 Shoreline Hwy, 100A Mill Valley, CA 94941-3649 415-339-9105 www.Glassdoor.com	2
26	National Broadcasters Association		Attn: Steven Cross/Job Board 9510 Technology Driver Manassas, VA 20110 scross@nrb.org	0
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
27	Internal Candidate			11
28	Employee Referral			3
29	Outside Referral			18
30	Self-Referral			1
31	Indeed.com			19
32	Radio Spot Ads – KKLA/KRLA/KFSH			5
33	Howard University			1
Total Number of Interviewees				103

III. OUTREACH INITIATIVES

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

A. Management Training:

1. The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and PowerPoint presentations, which include review of EEO policies and compliance. The SEU's Office 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.
2. The SEU participates in an on-line risk control training program for all entry level managers and above provided by Gallagher-Bassett to train the employees in methods of ensuring equal opportunity and preventing discrimination. During this reporting period, eight (8) employees completed this training.

B. Job Banks and Internet Programs:

1. California Broadcasters Association
2. Southern California Broadcasting Association
3. National Religious Broadcasters

C. Job Fairs:

At each of these jobs fairs, the SEU distributed flyers with application instructions, accepted resumes, and discussed information pertaining to the job vacancies at the SEU with the attendees.

1. August 18, 2016 – Hosted a booth at the Asian American Economic Development Enterprise, Inc. Job Fair at the Almansor Court in Alhambra, CA.
2. September 15, 2016 – Hosted a booth at the Abilities Job Fair at the War Memorial Building in South Pasadena, CA.
3. September 22, 2016 – Hosted a booth at the North Valley Worksource Career Fair in Pacoima, CA.
4. October 26, 2016 – Hosted a booth at the Mt. San Antonio College Radio Fest 2016 at Mt. San Antonio College in Walnut, CA.
5. October 27, 2017 – Hosted a booth at the Glendale Community College Seasonal Hiring Spree Job Fair at Glendale Community College in Glendale, CA.
6. March 29, 2017 – Hosted a booth at Azusa Pacific University for the APU Career and Networking Day in Azusa, CA.
7. March 30, 2017 – Hosted a booth at Glendale Community College for their GCC Spring Job Fair in Glendale, CA
8. May 18, 2017 – Hosted a booth at Richard N. Slawson Southeast Occupational Center (SSOC) 2017 Career and Resource Fair in Bell, CA.

D. Other Outreach Activities:

In July 2017, the SEI hosted (7) students from Pasadena Community College. The students were given a tour of the SEI studios then gathered in the large conference room for the presentations from the studio's key departments. The students were provide with information on Salem Media Group, Inc. and the various career opportunities available in the radio industry.