

EEO PUBLIC FILE REPORT

For the reporting period of 8/1/17 through 7/31/18

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	KFSH Promotions Director	Internal Promotion	8/28/2017	1,2,3
2	KRLA Integrated Marketing Sales Rep	Worksource Website	11/27/2017	1-4,7,8,10-14,18
3	Credit & Collections Assistant	AppleOne Employment Services	12/28/2017	1-4,6-20
4	KRLA Integrated Marketing Sales Rep	Salem Media Website	1/22/2018	1-4,7,8,10-14,18
5	Receptionist/Listener Services	Internal Promotion	2/05/2018	1,2,3
6	Digital Specialist	Internal Referral	2/20/2018	1,2,3
7	KKLA General Sales Manger	Internal Referral	2/20/2018	1,2,3
8	Promotions Coordinator	Internal Referral	3/01/2018	1,2,3
9	Media Strategist	Christianjobs.com	7/25/2018	1,2,3,10

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 63 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	2

2	Salem Media Group, Inc. (incl Salem's Twitter, Facebook and LinkedIn)		4880 Santa Rosa Rd Camarillo, CA 93013 www.salemmaedia.com karen.davenport@salemmaedia.com	10
3	ChristianJobs.com		9401 Courthouse Road, Ste. 300 Chesterfield, VA 23832 karen.davenport@salemmaedia.com	1
4	Jewish Vocational Services - WeHo		Attn: Chantal Graves or H.R. 625 N. San Vincente Blvd. West Hollywood, CA 90069	0
5	AppleOne Employment Services		Vianca Verdugo 150 S. Los Robles Ave., Suite 970 Pasadena, CA 91101	6
6	Wilshire Metro Worksource Center		Attn: Rhonda Rose 3550 Wilshire Blvd., Suite 500 Los Angeles, CA 90010-2407	2
7	Goodwill So CA Veteran Employment Program		Attn: Melanie Alvarez 3150 San Fernando Road Los Angeles, CA 90065 323-543-8440 www.goodwillsocal.org	1
8	California Broadcasters Association (CBA)		915 "L" St. Ste., 1150 Sacramento, CA 95814 Joe Berry jberry@yourcba.com	0
9	UCLA African American Studies		c/o Job Board 305 Portola Plaza Los Angeles, CA 90095	0
10	Asian American Economic Development Enterprises		Attn: Bernice Luu 216 West Garvey Ste. E, Monterey Park, CA 91754	0
11	Pasadena City College		Attn: Yasmin Juico Student Career Center 1570 E. Colorado Blvd. Pasadena, CA 91107	0
12	Glendale Community College		Attn: Sharis Davoodi SR 2 nd Floor 1500 N. Verdugo Rd. Glendale, CA 91208	0
13	Biola University		Attn: Alex Chiang Office of Employer Relations 13800 Biola Avenue Sutherland Hall Bldg. #39, 1 st Fl EW La Mirada, CA 90639-0002 Career.development@biola.edu	0
14	Mt. San Antonio College		Attn: Zelda Bolden 1100 N. Grand Avenue Bldg. 9B Second Floor Walnut, CA 91789	0
15	Azusa Pacific University		Attn: Stephanie Fitch P.O. Box 7000 Azusa, CA 91702 career@apu.edu	0
16	Alliance for Women in Media		Attn: Job Board 3940 Laurel Canyon Blvd. Studio City, CA 91604-3709 laura@awmsocal.org	0

17	Verdugo Jobs Center of Glendale	Attn: Jack Krikorian 1255 S. Central Avenue Glendale, CA 91204 818-937-8071 jkrikorian@glendaleca.gov	1
18	Mexican American Opportunity Foundation	Attn: Claudia Rufino 401 N. Garfield Ave. Montebello, CA 90640 crufino@maof.org	0
19	Los Angeles Valley College	Attn: Job Board 5800 Fulton Avenue Valley Glen, CA 91401	0
20	National Religious Broadcasters	Attn: Mary Montemayor 1 Massachusetts Ave NW, Ste.#333 Washington, DC 20001	0
21	Indeed.com	Indeed. Inc. 6433 Champion Grandview Way Austin, TX 78750 www.indeed.com	4
22	All Access Website	24955 Pacific Coast Highway, C303 Malibu, CA 90265 www.allaccess.com	2
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
23	Internal Promotion		2
24	Internal Referral		5
25	Radio Spot Ads – KKLA/KRLA/KFSH		12
26	Google Plus		1
27	Express Employment Professionals		3
28	Randstad Staffing		1
29	Flourish-now Job Fair		10
Total Number of Interviewees			63

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.

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:

1. Southern California Broadcasting Association
2. California Broadcasters 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 25, 2017 – Hosted a booth at the Asian American Economic Development Enterprise, Inc. Job Fair at the Almansor Court in Alhambra, CA.
2. September 12, 2017 - Hosted a booth at the Abilities Job Fair at the War Memorial Building in South Pasadena, CA.
3. September 20, 2017 – Hosted a booth at the Woodland Hills Career Fair at the Hilton Hotel Woodland Hills/Los Angeles.
4. Friday, February 2, 2018 – Hosted a booth at the Los Angeles County Workforce Development, Aging and Community Services Youth@Work Career Expo, at Mt. San Antonio College
5. June 14, 2018 – Hosted a booth at the Flourish Now Job Fair at the Knights of Columbus Hall. Attended by KKLA General Sales Manager.
6. June 28, 2018 – Hosted a booth at the Flourish Now Job Fair at the Knights of Columbus Hall. Attended by KKLA General Sales Manager.
7. July 26, 2018 – Hosted a booth at the L.A Largest Mixer at the Pasadena Convention Center. Attended by the KRLA and KKLA General Sales Managers who distributed flyers and spoke to people about current employment opportunities.

D. Other Outreach Activities:

On November 1, 2017 – the SEU hosted (15) students from University of Southern California. The students were given a tour of the SEU studios and offices where they were able to ask questions.

On April 5, 2018 – the SEU hosted (16) students from Azusa Pacific University. The students were given a tour of the SEU studios then gathered in the large conference room for presentations from studio key departments. The students were also treated to visit with a Christian recording artist in the KFSH studio. Students were provided with an information bag containing various information about Salem Media Group, Inc., and the various career opportunities available in the radio industry.

On April 20, 2018 – the SEU hosted a tour for (7) members from the Grace To You organization. The students were given a tour of the SEU studios then gathered in the large conference room for presentations from studio key departments. Members were provided with an information bag containing various information about Salem Media Group, Inc. and it's various career opportunities available in the radio industry.