

EEO PUBLIC FILE REPORT

For the reporting period of 12/01/15 through 11/30/16

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
Bison Media, Inc.	KGFT-FM	Pueblo, CO	20579	n/a
Bison Media, Inc.	KBIQ-FM	Manitou Springs, CO	73073	n/a
Bison Media, Inc.	KZNT-AM	Colorado Springs, CO	70825	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	Account Executive	Referral	1/05/16	1-14
2	Account Executive	Salem Media Group website	6/22/16	1-14
3	Promotions Director	Internal Employee	6/20/16	2-16
4	Account Executive	Referral	9/22/16	1-14

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 10 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	CSU-Pueblo		2200 Bonforte Blvd. Pueblo, CO 81001 careercenter@csupueblo.edu	
2	Adams State College		Career & Counseling Center 208 Edgemont Blvd. Alamosa, CO 81102 listomlin@adams.edu	
3	Women's Resource Agency		750 Citadel Drive East Suite 3116 Colorado Springs, CO 80909 reception@wrainc.org	
4	University of Colorado, Colorado Springs		1420 Austin Bluffs Pkwy. Colorado Springs, CO 80918 jobhelp@uccs.edu	
5	Pikes Peak Workforce Center		1675 W. Garden of the Gods Rd. Colorado Springs, CO 80907 tracimarques@elpaso.com	
6	Indeed.com		Indeed.com	2

7	Colorado Broadcasters Association	333 W. Hampden Ave #400 Denver, CO 80110 www.coloradobroadcasters.org	
8	Regis University	3333 Regis Blvd. Denver, CO 80221-1099 jobs@regis.edu	
9	Traffic Directors Guild of America	tdga@cox.net	
10	Christianjobs.com	4880 Santa Rosa Rd. Camarillo, CA 93012 Salemmedia.com Karen Davenport	
11	Salem Media Group	4880 Santa Rosa Rd. Camarillo, CA 93012 Salemmedia.com Karen Davenport	2
12	Facebook	Q102.7 KBIQ Facebook 100.7 KGFT Radio Facebook AM1460 The Answer Facebook Salem Media Group	
13	Twitter	Salem Media Group salemmediagrp	
14	LinkedIn	www.linkedin.com	
15	HisAir.net	www.Hisair.net	
16	Christian Career Center	www.christaincareercenter.com	
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
17	KBIQradio.com		
18	KGFTradio.com		
19	KZNTradio.com		
20	Referral		3
21	Walk-In/Call-In		
22	Internal Employee		3
Total Number of Interviewees			10

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 Director conducts monthly HR Network Training sessions via teleconference and PowerPoint presentations, which includes 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 Fair

1. The SEU participated in the Colorado Broadcasters Association Virtual Job Fair during the week of May 9, 2016. Positions were advertised and applications and resumes were collected.

C. Job Banks and Internet Programs:

The SEU used job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage minorities and women to consider future employment in the broadcasting industry. Information on open full-time positions were posted on the job bank websites and sent to various organizations to ensure broad and inclusive outreach. During this reporting period, the following job banks and internet programs were utilized:

- Colorado Broadcasters Association

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AMENDED November 15, 2016

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Bison Media Inc.	KBIQ-FM	Manitou Springs, CO	73073	n/a
Bison Media, Inc.	KZNT-AM	Colorado Springs, CO	70825	n/a

IV. 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	Account Executive	LinkedIn	1/12/15	1-9, 11
2	Local Ministry Director	Call in/Walk in	8/8/15	1-9, 11
3	General Manager	Inside Radio	9/2/15	10
4	Account Executive	Referral	10/5/15	1-9, 11

V. 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 11 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	Latino Chamber of Commerce		215 S. Victoria Ave Pueblo, Co 81005 Roxanne@pueblolatinochamber.com	
2	Women's Resource Agency		750 Citadel Drive East #3116 Colorado Springs, CO 80909 reception@wrainc.org	
3	Salem Media of Colorado		3131 Vaughn Way #601 Aurora, CO 80014 Rebecca Gibbs	
4	Christianjobs.com		Christianjobs.com	1
5	Colorado Broadcasters Association		333 W. Hampden Ave #400 Denver, CO 80110 www.coloradobroadcasters.org	
6	HisAir.net		Hisair.net	
7	Salem Media Group		4880 Santa Rosa Road Camarillo, CA Salem.cc	
8	Regis University		7450 Campus Drive #100 Colorado Springs, CO 80920	

		jobs@regis.edu	
9	LinkedIn	LinkedIn.com	1
10	Facebook	Facebook.com	
11	Twitter	Twitter.com	
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources	Number of Interviewees	
12	KBIQradio.com	1	
13	KGFTradio.com		
14	KZNTradio.com		
15	Internal Referral	3	
16	Walk-in/Call in	2	
17	Inside Radio	3	
Total Number of Interviewees			11

VI. OUTREACH INITIATIVES

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

D. Management Training

1. The Salem Director of Human Resources Director conducts monthly HR Network Training sessions via teleconference and PowerPoint presentations, which includes 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.

E. Co-Sponsor

1. Co-sponsored a job fair with Webster University, March 23, 2015. The SEU's Office Manager, Operations Director and General Sales Manager participated in the Webster University job fair on March 23, 2015. At this event, information on positions was distributed and resumes were collected.

F. Job Fairs

1. The SEU participated in the Colorado Broadcasters Association Virtual Job Fair during the week of February 2, 2015. Positions were advertised and applications and resumes were collected.

G. Job Banks and Internet Programs:

The SEU used job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage minorities and women to consider future employment in the broadcasting industry. Information on open full-time positions were posted on the job bank websites and sent to various organizations to ensure broad and

inclusive outreach. During this reporting period, the following job banks and internet programs were utilized:

- Colorado Broadcasters Association