

EEO PUBLIC FILE REPORT

For the reporting period of 8/1/15 through 7/31/16

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
New Inspiration Broadcasting Company, Inc.	KKLA-FM	Los Angeles, CA	48453	N/A
New Inspiration Broadcasting Company, Inc.	KRLA (AM)	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	Account Executive KFSH	KFSH Radio Spot Ad	8/03/2015	1, 4, 5, 6, 7, 8, 10, 12, 21
2	Integrated Marketing Sales KRLA	Adecco Recruitment Agency	8/20/2015	2,3,5, 6, 7, 8, 10, 11, 12, 13,14,15, 16, 17, 18, 19, 20, 21
3	Integrated Marketing Sales KRLA	Adecco Recruitment Agency	9/15/2015	2,3,5, 6, 7, 8, 10, 11, 12, 13, 14,15, 16, 17, 18, 19, 20, 21, 22
4	Integrated Marketing Sales KRLA	Adecco Recruitment Agency	12/02/2015	2,3,5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 16,17, 18, 19, 20, 21, 22
5	Integrated Marketing Sales KRLA	Internal Referral	12/14/2015	2,3,5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22
6	Human Resource Office Assistant - Cluster	Internet Indeed.com	1/25/2016	2, 3, 5,6,7,8,10,11,12,13,14, 15,16,17,18, 19, 20,21, 22
7	Administrative Assistant KFSH	KFSH Radio Spot Ad	2/19/2016	2, 3, 24
8	Integrated Marketing Sales KFSH	Adecco Recruitment Agency	3/21/2016	1, 2, 3, 4, 5, 6, 7, 8, 10, 12, 18, 19, 21
9	Integrated Marketing Sales KKLA	Adecco Recruitment Agency	4/18/2016	2, 3, 5,6, 7, 8, 10, 11, 12,13, 14, 15, 16,18, 19, 20, 21, 22
10	Integrated Marketing Sales KFSH	Adecco Recruitment Agency	6/08/2016	1, 2,3,4, 5, 6, 7, 8, 10, 12, 21

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 85 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)		5670 Wilshire Blvd. #13270 Los Angeles, CA 90036 Contact Ellen Dostal 323-630-1881 ellend350@gmail.com	0
2	Salem Media Group, Inc.		4880 Santa Rosa Rd Camarillo, CA 93013 www.salemmedia.com Contact: Karen Davenport karen.davenport@salemmedia.com	0
3	ChristianJobs.com		9401 Courthouse Road, Ste 300 Chesterfield, VA 23832 Contact: Karen Davenport karen.davenport@salemmedia.com	2
4	Los Angeles Valley College		5800 Fulton Avenue Valley Glen, CA 91401	0
5	Jewish Vocational Services of Marina Del Rey		13160 Mindanao Way Ste 240 Marina Del Rey, CA 90292 (310) 309-6000 Gayellen Davis/Prog. Dir. X218 Elisa Taylor/Acct. Exec. x210 etaylor@jvsla.org www.jvsla.org	0
6	Wilshire Metro Worksource Centers – Community Career Development, Inc.		3550 Wilshire Blvd., Suite 500 Los Angeles, CA 90010 213-365-9829 www.communitycareer.org	0
7	Asian American Economic Development Enterprises		216 West Garvey Ste. E Monterey Park, CA 91754 626-572-7021 Contact: Bernice Luu	0
8	UCLA African American Studies		c/o Job Board 305 Portola Plaza Los Angeles, CA 90095	0
9	Women At Work		c/o Job Board 2871 E. Colorado Blvd., 1 st Fl. Pasadena, CA 91107 jobs@womenatwork.org	0
10	Pasadena City College		1570 E. Colorado Blvd. Pasadena, CA 91106 626-585-7123	0
11	Glendale Community College		1500 North Verdugo Road Glendale, CA 91208	0
12	Biola University		13800 Biola Ave. La Mirada, CA 90639 www.biola-csm.symplicity.com/employers	0
13	Mt. San Antonio College		1100 N. Grand Ave. Walnut, CA 91789 www.mtsac-csm.symplicity.com/employers	0
14	Azusa Pacific University		PO Box 7000 Azusa CA 91702-7000 www.apu-csm.symplicity.com/	0

15	Alliance for Women in Media		800 S. Pacific Coast Hwy, #8-143 Redondo Beach, CA 90277 www.awmsocal.org laura@awmsocal.org	0
16	Community Career Center		3550 Wilshire Blvd., Ste 500 Los Angeles, CA 90010 213-356-9829 ext. 250 Contact: Rhonda Rose Rose@communitycareer.org	0
17	Work Source Center South East Los Angeles		3965 South Vermont Ave. Los Angeles, CA 90037 323-730-7900 ext. 233 Contact: Brown Fa'ave bfaavae@selawsc.com	0
18	Verdugo Jobs Center of Glendale		1255 S. Central Ave. Glendale, CA 91204 818-409-0476	0
19	Inside Radio		PO Box 567925 Atlanta, GA 31156 Attn: Job Board www.insideradio.com	0
20	California Broadcasters Association (CBA)		915 "L" St. Ste. 1150 Sacramento, CA 95814 Attn: Joe Berry	0
21	National Religious Broadcasters (NRB)		9510 Technology Drive Manassas, VA 20110 Phone: (703) 330-7000 Contact: Steven Cross scross@nrb.org	0
22	Career Strategies, Inc.		1520 W. Magnolia Blvd. Burbank, CA 91506	0

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
23	Internal Referral	9
24	Radio Spot Ads – KKLA/KRLA/KFSH	2
25	www.AllAccess.com	0
26	www.KKLA.com	2
27	www.KRLA.com	0
28	www.KFSH.com	12
29	www.addeccousa.com	38
30	www.indeed.com	14
31	Media Staffing Network	1
32	www.Career Builders.com	1
33	Randstad Staffing Agency	3
34	CalJobs.com	1
Total Number of Interviewees		85

III. OUTREACH INITIATIVES

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

A. Job Fairs:

At each of these job 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 19, 2015 – Hosted a booth at the San Gabriel Valley Job Fair, College & Resources Fair at Mission Valley Free Methodist Church in San Gabriel, CA.
2. November 4, 2015 – Hosted a booth at the Pasadena Job Fair, College and Veteran Fair at Rose City Church in Pasadena, CA.
3. November 11, 2015 – Hosted a booth at the Veteran’s Day Job Fair at Forest Lawn, Hollywood Hills CA.
4. November 18, 2015 – Hosted a booth at the Orange County Job Fair, College and Veteran Fair at Mariners Church in Irvine, CA.
5. October 8, 2015 – Hosted a booth at the Abilities Job Fair at the War Memorial Building in South Pasadena CA.
6. October 27, 2015 – Hosted a booth at the Mt. San Antonio College Fall Career in Walnut, CA.
7. December 2, 2015 – Hosted a booth at the Inland Empire Job Fair College Fair and Veteran Fair at Bethany of Montclair Church in Montclair, CA.
8. April 21, 2016 – Hosted a booth at the San Gabriel Valley Job Fair at Christ First Baptist Church in Covina CA
9. June 21, 2016 – Hosted a booth at the Huntington Beach Job Fair at Refuge Calvary Chapel in Huntington Beach CA.

B. Management Training Program

1. The Salem Director of Human Resources 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.

C. 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 broadcastings careers. Job openings were posted in a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the follow websites have been used:

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

D. Other Outreach Activities:

1. Studio Tour – July 29, 2016 – Glendale Arts Board members and interns, toured our radio station and offices. The tour was given by Promotions Director. There were a total of four (4) attendees.