

## EEO PUBLIC FILE REPORT

For the reporting period of 10/01/2015 through 9/30/2016

**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
Inspiration Media, Inc.	KGNW(AM)	Burien-Seattle, WA	28819	N/A
Inspiration Media, Inc.	KLFE(AM)	Seattle, WA	12031	N/A
Inspiration Media, Inc.	KKOL(AM)	Seattle, WA	20355	N/A
Inspiration Media, Inc.	KNTS(AM)	Seattle, WA	87153	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	Multi Media Sales Consultant	KNTS Radio Ad	11/12/2015	1-3, 5-7
2	Board Operator	Indeed.com	4/7/2016	1-9, 12
3	Board Operator	Referral	5/18/2016	1-9, 12
4	Board Operator	Indeed.com	6/14/2016	1-9, 12
5	Traffic Coordinator	Christianjobs.com	7/13/2016	1-7, 12

### 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 22 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	Washington State Association of Broadcasters (WSAB) Job Bank		<a href="mailto:wsabjobbank@earthlink.net">wsabjobbank@earthlink.net</a> <a href="http://www.wsab.com">www.wsab.com</a>	0
2	Christianjobs.com Job Bank		Lisa Fife Email: <a href="mailto:lisa@staff.salemwebnetwork.com">lisa@staff.salemwebnetwork.com</a> <a href="http://www.christianjobs.com">www.christianjobs.com</a>	1
3	All Access Job Bank		<a href="http://www.allaccess.com">www.allaccess.com</a>	3
4	Postjobfree.com Job Bank		<a href="http://www.postjobfree.com">www.postjobfree.com</a>	0
5	Jobertise.com Job Bank		<a href="http://www.jobertise.com">www.jobertise.com</a>	0

6	TV & Radio Jobs.com Job Bank		<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	1
7	WorkSource Seattle/King County Affiliate Job Bank		Cirilo Ilar Email: <a href="mailto:cilar@esd.wa.gov">cilar@esd.wa.gov</a> <a href="http://www.Go2worksource.com">www.Go2worksource.com</a>	1
8	Puget Sound College Careers Consortium		<a href="http://www.collegestudents4hire.com">www.collegestudents4hire.com</a> Green River Community College Highline Community College Pierce College Renton Technical College Tacoma Community College	0
9	Choice Career Fair-Media Sponsor		Bill Lastra <a href="mailto:bill@choicecareerairs.com">bill@choicecareerairs.com</a> 702-252-3900 <a href="http://www.choicecareerairs.com">www.choicecareerairs.com</a>	2
10	Diversity Employment Day Career Fair (co-sponsored by City Career Fair)		Dixie Email: <a href="mailto:dixiet@citycareerfair.com">dixiet@citycareerfair.com</a> Ph# 562-863-2612	0
11	Kent Chamber of Commerce Business Expo		Andrea Keikkala Email: <a href="mailto:andreak@kentchamber.com">andreak@kentchamber.com</a> Ph# 253-854-1770	0
12	Salem Media Group, Inc (includes Indeed.com & LinkedIn & Twitter)		Karen Davenport <a href="mailto:Karen.Davenport@salem.cc">Karen.Davenport@salem.cc</a> <a href="http://www.salemmedia.com">www.salemmedia.com</a>	9

### OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
13	Radio Advertisement KGNW, KLFE, KKOL, KKMO, KNTS	2
14	KGNW Radio Website <a href="http://www.kgnw.com">www.kgnw.com</a>	0
15	KLFE Radio Website <a href="http://www.freedom1590.com">www.freedom1590.com</a>	0
16	KKOL Radio Website <a href="http://www.kkol.com">www.kkol.com</a>	0
17	KNTS Radio Website <a href="http://www.radioluzseattle.com">www.radioluzseattle.com</a>	1
18	Internal Posting/Promoted within	1
19	Referral	1
<b>Referral Total Number of Interviewees</b>		<b>22</b>

### III. OUTREACH INITIATIVES

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

#### A. Job Banks and Internet Programs:

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:

1. Washington State Association of Broadcasters (WSAB) Job Bank, [www.wsab.com](http://www.wsab.com)
2. All Access Job Bank [www.allaccess.com](http://www.allaccess.com)
3. TV & Radio Jobs.com Job Bank [www.tvandradiojobs.com](http://www.tvandradiojobs.com)

**B. Job Fairs:**

The station employment unit was represented at the following job fairs during the reporting period. The employment unit provided handouts, job postings and employment applications. The employment unit provided information where possible candidates could access company web-sites and where to send their resume and/or application. In addition, the SEU advertised these job fairs on their radio stations and web sites to promote wide participation.

1. On October 15, 2015, the SEU's Director of Local Ministry and General Sales Manager participated in the Choice Career Fair in Kent, WA.
2. On January 20, 2016, the SEU's General Sales Manager and Business Manager was a participant in the Seattle, King County & Washington's 15<sup>th</sup> Bi-Annual Diversity Employment Day Career Fair in Seattle, WA. This event brings together the King County and Washington State's major employers with thousands of qualified diversity professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. The employment unit provided handouts, job postings and employment applications. The employment unit provided information where possible candidates could access company web-sites and where to send their resume and/or application.
3. On May 12, 2016, the SEU's Business Manager and General Sales Manager participated in the Choice Career Fair in Seattle, WA
4. On July 20, 2016, the SEU's General Sales Manager was a participant in the Seattle, King County & Washington's 15<sup>th</sup> Bi-Annual Diversity Employment Day Career Fair in Seattle, WA. This event brings together the King County and Washington State's major employers with thousands of qualified diversity professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. The employment unit provided handouts, job postings and employment applications. The employment unit provided information where possible candidates could access company web-sites and where to send their resume and/or application

**D. Participation in activities sponsored by community groups to inform the public of broadcast employment opportunities:**

On October 20, 2015, 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 open 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 staff present, educating job seekers about the company by providing handouts, job postings and overviews.

**E. Management EEO Training:**

1. 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.