

## EEO PUBLIC FILE REPORT

For the reporting period of 08/01/2015 through 07/31/2016.

**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
New Inspiration Broadcasting Company, Inc.	KPRZ (AM)	San Diego, CA	54461	N/A
New Inspiration Broadcasting Company, Inc.	KCBQ (AM)	San Diego, CA	13509	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	Former Employee Referral	8.18.15	1-9, 11-14, 18
2	Account Executive	Salem Media Group, Inc	9.2.15	1-9, 11-14, 18
3	Account Executive	Google Plus	3.1.16	1-18
4	Account Executive	Salem Media Group, Inc.	4.15.16	1-18
5	Operations Manager	Salem Employee Referral	6.14.16	1-12, 14-18
6	Account Executive	Indeed.com	7.19.16	1-12, 14-18

**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	Southern California Broadcasters Association (SCBA)		5670 Wilshire Blvd. Los Angeles CA 90036 323-930-5597 Contact: Job Postings	0
2	Salem Media Group, Inc.		4880 Santa Rosa Road Camarillo, CA 93013 Contact: Karen Davenport Karen.davenport@salemmedia.com	8
3	ChristianJobs.com		4880 Santa Rosa Road Camarillo, CA 93013 www.salemedia.com Contact: Karen Davenport Karen.davenport@salemmedia.com	1
4	San Diego Radio Broadcasters Association (SDRBA)		PO Box 910285 San Diego, CA 92191 Contact: Cris Eide cris@sandiegoradio.com	0

5	Chinese Service Center of San Diego		5075 Ruffin Road, Suite A San Diego, CA 92123 858-505-9906 Contact: Sally Wong Avery	0
6	San Diego Chinese Center		428 Third Avenue San Diego, CA 92101 619-234-4447 Contact: Linh Du	0
7	NAACP		PO Box 152086 San Diego CA 92195 619-263-7823 Contact: Doug Oden	0
8	San Diego Christian College		200 Riverview Parkway Santee, CA 92071 (619) 201-8726 Contact: Sara Johnson	0
9.	YWCA	*	1012 C Street San Diego, CA 92101 619-239-0355 Contact: Danielle Brunetta Email: careercenter@ywcсандiego.org	0
10	Point Loma Nazarene University		3900 Lomaland Drive San Diego CA 92106 619-849-7023 Contact: Debbie Lively	0
11	San Diego Black Chamber of Commerce		404 Euclid Avenue San Diego, CA 92105 619-269-9400	0
12	Asian Journal		550 E 8 <sup>th</sup> Street #6 National City, CA 91950 Contact: Eugene De Leon	0
13	Alliance for Women in Media, Southern CA Affiliate		3940 Laurel Canyon Blvd. Box 1261 Studio City, CA 91604 Fax: 703-506-3266	0
14	AM FM Jobs: Broadcast Employment Services		P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119 www.amfmjobs.com	0
15	San Diego City College	*	1313 Park Boulevard San Diego, CA 92101 Email: Lcastan@sdccd.edu	0
16	Chicano Federation of San Diego		3180 University Ave., Suite 317 San Diego, CA 92104 619-285-5600 Contact: Raymond Uzeta	0
17	Indian Human Resource Center		4265 Fairmount Avenue San Diego, CA 92105 619-281-5964 Contac: Sarah Hernandez	0
18	All Access Website		Allaccess.com	4
<b>OTHER SOURCES OF INTERVIEWEES</b>				
<b>No.</b>	<b>Description of Other Sources</b>			<b>Number of Interviewees</b>
19	KPRZ radio website www.kprz.com			3
20	KCBQ radio website www.kcbq.com			0

21	Employee Referral	3
22	Linked In	1
23	Google Plus	1
24	Indeed.com	1
<b>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. Training Program:

The SEU has established a training program designed to enable station personnel to acquire skills that qualify them for higher level positions.

During this reporting period, two employees participated in this program. The SEU's Sales Assistant was trained by General Sales Manager for the higher level position of Account Executive.

The SEU'S Receptionist was trained by Business Manager for the higher level position of Business Manager.

#### B. Management EEO Training:

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 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.

2. The SEU participates in an on-line Ethics and Harassment Training, which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. Training modules include "Lawful Hiring", "Equal Employment", "Workplace Harassment" and "Lawful Terminations". During this reporting period, 1 SEU employee participated in the on-line training.

#### 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

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:

- San Diego Radio Broadcasters Association
- Southern California Broadcasters Association
- AllAccess.com

**D. Job Fairs:**

The SEU participated in 2 job fairs during the reporting period attended by the Promotions Director and Sales Assistant. The SEU hosted a table and information was available for employment opportunities at the SEU, including current openings. The SEU presented information regarding job opportunities and how to apply on line at Salem Media Groups website.

1. March 23, 2016 at the San Diego Christian College Career Fair at 200 Riverview Parkway, Santee, CA 92071.
2. April 20, 2016 at Miramar College Spring 2016 Job Fair at 10440 Black Mountain Rd, San Diego, CA 92126.