

EEO PUBLIC FILE REPORT

For the reporting period of 4/1/2015 through 3/31/2016

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
Inspiration Media of Texas, LLC	KLTY(FM)	Arlington, TX	2809	NA
Inspiration Media of Texas, LLC	KWRD-FM	Highland Village, TX	6560	NA
Inspiration Media of Texas, LLC	KEXB(AM)	Plano, TX	49320	NA
Inspiration Media of Texas, LLC	KTNO(AM)	University Park, TX	34562	NA
Bison Media, Inc.	KSKY(AM)	Balch Springs, TX	6591	NA

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	Production Assistant	KLTY website	4/16/15	1-29,31,33-37
2	Morning Show Producer	KLTY website	4/18/15	1-29,31,33-37
3	Night Light Producer	Self-referral	4/17/15	1-29,31,33-37
4	Board Operator/Traffic Assist	Self-referral	5/26/15	1-29,33-37
5	Board Operator	Self-referral	7/20/15	1-29,33-37
6	Talk Show Host	KLTY website	9/14/15	1-29, 33-37
7	Board Operator	Employee referral	2/8/16	1-29,33-37
8	Board Operator	Self-referral	3/4/16	1-29,33-37
9	Promotions Director	Self-referral	3/4/16	1-30,33-37

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 16 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	Salem Media Group, Inc.		4880 Santa Rosa Rd, Camarillo, CA 93012 805-987-0400 http://salemmedia.com Karen.davenport@salemmedia.com	1
2	Texas Association of Broadcasters		Teresa McAnally, 502 E 11st st #200, Austin, TX 78701, 512-322-9944	0
3	Stephen F. Austin State University		1936 North St, Nacogdoches, TX 75962	0
4	University of Dallas		1845 E NorthGate Dr, Irving, TX	0

		75062	
5	Texas Workforce Commission	Michael Parmelee, 2520 W Irving Blvd #100, Irving, TX 75061, 972-573-3523	0
6	Eastfield College	3737 Motley Mesquite, Texas 75150-2099	0
7	Fort Worth Downtown Workforce Center	301 W. 13th Street Box 591 Ft. Worth, TX 76101-0591	0
8	Texas A&M	209 Koldus, 1233 TAMU, College Station, TX 77843	0
9	Martin Luther King Workforce Center	2922 Martin Luther King Blvd., Dallas, TX 75215-6302 www.WorkInTexas.com	0
10	North Lake College	5001 N. MacArthur Blvd. Irving, Texas 75038-3899	0
11	Richland College	12800 Abrams Road Dallas, Texas 75243-2199	0
12	Dallas – Redbird Workforce Center	7222 S Westmoreland Rd, Dallas, TX 75237-2983	0
13	Garland Workforce Center	217 N 10 th Street Garland, TX 75040-6135	0
14	Mesquite Workforce Center	2110 N Galloway Avenue, #116 Mesquite, TX 75150-5737	0
15	Richardson Workforce Center	1222 E. Arapaho Road, #336 Richardson, TX 75081-2451	0
16	Christian Jobs	Christianjobs.com Karen.davenport@salemmedia.com	1
17	Mountain View College	4849 West Illinois Avenue Dallas, Texas 75211-6599	0
18	El Centro College	Main and Lamar Streets Dallas, Texas 75202-3604	0
19	University of Texas at Arlington	701 South Nedderman Drive Arlington, TX 76019 Attn: Career Center/Placement Office	0
20	Southern Methodist University	6425 Boaz Lane Dallas, TX 75205 Attn: Career Center/Placement Office	0
21	Dallas Baptist University	3000 Mountain Creek Parkway Dallas, TX 75211 Attn: Career Center/Placement Office	0
22	University of Texas Dallas	PO Box 830688 Richardson, TX 75083-0688 Attn: Career Center	0
23	Texas Christian University	P.O. Box 297300 Fort Worth, TX 76129	0
24	Dallas County Community College District Office	1601 S. Lamar St 3rd FL Dallas, TX 75215	0
25	Bill Priest Institute	1402 Corinth Street Dallas, Texas 75215	0
26	Brookhaven College	3939 Valley View Lane Farmers Branch, Texas 75244-4997	0
27	Cedar Valley College	3030 North Dallas Avenue Lancaster, Texas 75134-3799	0
28	University of North Texas	Placement Coordinator Dept of Radio, Television & Film	0

			PO Box 310589 Denton, TX 76203-0589	
29	Irving Workforce Commission		2520 West Irving Blvd #100 Irving, TX 75061	0
30	Radio-info		Taylor on Radio www.Radio-info.com/newsletter	0
31	All Access		Allaccess.com	1
32	Cornerstone Staffing		Cornerstonestaffing.com	0
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
33	KWRD website www.TheWordFM.com			0
34	KSKY website www.ksky.com			0
35	KLTY website www.klty.com			4
36	Self-Referral			3
37	Employee Referral			6
Total Number of Interviewees				16

III. OUTREACH INITIATIVES

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

A. Internship Program:

Established and designed to assist members of the community to acquire skills needed for broadcast employment. The following students participated in station internships for school credit:

1. March 2015-May 2015 one student from University Of North Texas
2. September 2015-November 2015 one student from Sam Houston University

B. Event or program sponsored by educational institutions relating to broadcasting career opportunities:

During this reporting period the SEU reached out to local educational institutions and discussed the specifics of how the station operates and career opportunities in the broadcast industry.

1. SEU visited Ovilla Christian School on 1-6-16 and spoke to middle school students about careers in radio broadcasting.

C. Management Training:

1. The Salem Director of Human Resources conducts monthly HR Network Training session via teleconference and Powerpoint presentation, which includes review of EEO policies and compliance. The

SEU's Office Manager participated in these training sessions and 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 employee participated in the on-line training.

D. Job Fairs:

The SEU attended the following job fairs and informed attendees of job opportunities available at Salem Dallas Stations. Applications were distributed and resumes were collected.

1. On March 26, 2016-Dallas Baptist University Career Fair
2. On October 29, 2015-Dallas Baptist University Career Fair

E: Job Banks and Internet Programs:

During this reporting period the SEU notified the following job banks of full-time vacancies:

1. Texas Workforce Commission
2. Texas Association of Broadcasters