

EEO PUBLIC FILE REPORT

For the reporting period of 08/01/2023 through 07/31/2024

The SEU has a total of **17 F/T** Employees in Reporting Year **1** of **2**.

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.	KFIA (AM)	Carmichael, CA	50300	N/A
New Inspiration Broadcasting Company, Inc.	KKFS (FM)	Lincoln, CA	56366	N/A
New Inspiration Broadcasting Company, Inc.	KTKZ (AM)	Sacramento, CA	59599	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 Multi-Media Sales	Employee Referral	12/04/23	1-7, 9-14

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 1 person interviewed for full-time positions.

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	California Broadcasters Association	915 L St, Ste 1150, Sacramento, CA 95814 YourCBA.com, (916) 444-2237 Contact: Joe Berry	0
2	California State University of Sacramento	6000 J Street, Lassen Hall 1013 Sacramento, CA 95819 (916) 278-6231, Contact: Career Center	0
3	ChristianJobs.com	4880 Santa Rosa Rd, Camarillo, CA 93012 Contact: Karen Davenport Karen.Davenport@SalemMedia.com	0
4	Greater Sacramento Urban League	3725 Marysville Blvd, Sacramento, CA 95838 (916) 286-8611, Contact: Brenda Burnet	0
5	La Familia	5523 34 th St, Sacramento, CA 95820 (916) 452-3601, Contact: Daniel Barreras	0
6	Mather Community Campus	10638 Schirra Ave, Mather, CA 95655 (916) 876-4022, Contact: Tammy Banghart	0

7	Salem Media Group, Inc (including Salem's Twitter, Facebook and LinkedIn)	4880 Santa Rosa Rd, Camarillo, CA 93012 www.SalemMedia.com Contact: Karen Davenport, (805) 987-0400 Karen.Davenport@SalemMedia.com	0
8	SETA and CalJobs.ca.gov	Sacramento Employment & Training Agency 1217 Del Paso Blvd, Sacramento, CA 95815 (916) 263-3757, Contact: Linda Ball	0
9	William Jessup University	333 Sunset Blvd, Rocklin, CA 95765 (916) 577-2200, Contact: Lynn Hallimore	0
10	Zip Recruiter, Inc	604 Arizona Ave, Santa Monica, CA 90401 ZipRecruiter.com, (877) 252-1062	0

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
11	Employee Referral	1
15	Other	0
Total Number of Interviewees		1

III. **OUTREACH INITIATIVES**

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

A. **Management Training**

The Salem Vice President 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.

B. **Employee Training Program**

The SEU's General Manager conducted station management training with 2 department managers to mentor them in the responsibilities of a station manager to qualify for advancement into higher level positions. In addition, the SEU's Operations Manager provided cross-training for 1 support staff to qualify for job advancement to higher-level positions of Program Director and Operations Manager.

C. **Job Fairs**

The SEU's staff participated in the following events:

1. June 26, 2024 – Salem San Francisco's General Manager represented Salem San Francisco/Sacramento at Silicon Valley's Diversity Employment Day Career Fair and Roundtables hosted by CityCareerFair.com at Holiday Inn & Conference Center in San Jose.

D. 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 on a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following websites were used:

1. California Broadcasters Association (YourCBA.com)

E. Other Activities

The SEU co-sponsored, promoted on-air and online, and attended Sacramento's Diversity Employment Day Career Fair, hosted by CityCareerFair.com, at The O'Club in McClellan Park, Sacramento on June 5, 2024, with Sacramento's top employers looking to fill hundreds of positions in various areas. The SEU spoke to over 300 attendees about career opportunities in radio.