

EEO PUBLIC FILE REPORT

For the reporting period of 8/1/2023 through 7/31/2024

The SEU has a total of **58** 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.	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	Media Strategist	Re-Hire	8/21/2023	1-18
2	Media Strategist	Other (Recruiter)	9/5/2023	1-18
3	Digital Media Strategist	Other (Recruiter)	1/8/2024	1-11, 13, 15-18
4	Media Strategist	LinkedIn	3/4/2024	1-18
5	Promotions Assistant	Internal Candidate (Promotion)	4/22/2024	1-11, 13, 15, 17-20
6	Board Operator	Internal Candidate (Promotion)	6/3/2024	1-5, 9-11, 13, 15, 17-20
7	Media Strategist	Other (Recruiter)	6/10/2024	1-18
8	Media Strategist	Radio Ad	6/18/2024	1-18
9	Media Strategist	Radio Ad	6/19/2024	1-18

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 24 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)	SCBA – Job Board 13351 Riverside Drive #669 Sherman Oaks, CA 91423 www.scba.com	
2	Salem Media Group, Inc.- including Salem’s Twitter, Facebook and LinkedIn	4880 Santa Rosa Rd. Camarillo, CA 93013	11

			www.salemmaedia.com karen.davenport@salemmaedia.com	
3	ChristianJobs.com		4880 Santa Rosa Rd. Camarillo, CA 93013 Karen.Davenport@salemmaedia.com	
4	Adecco Staffing		Cindy Kidd 500 N. Brand Blvd., Suite 1125 Cindy.kidd@adeccona.com	
5	California Broadcasters Association (CBA)		Joe Berry 915 L St. #1150 Sacramento, CA 95814 jberry@yourcba.com	
6	Goodwill Southern California Veteran's Employment Program		Gabriela Abumrad 342 San Fernando Road Los Angeles, CA 90031 gabumrad@goodwillsocal.org (323) 543-8440	
7	Verdugo Job Center		Norma Jimenez 1255 South Central Avenue Glendale, CA 91204 njimenez@glendaleca.gov (818) 937-8019	
8	Azusa Pacific University		Marissa Young 901 E. Alostia Ave. Azusa, CA 91702 myoung@apu.edu	
9	Zip Recruiter		4880 Santa Rosa Rd. Camarillo, CA 93013 Julie.milius@salemmaedia.com	
10	Simply Hired		4880 Santa Rosa Rd. Camarillo, CA 93013 Julie.milius@salemmaedia.com	
11	Indeed.com		4880 Santa Rosa Rd. Camarillo, CA 93013 Julie.milius@salemmaedia.com	
12	Media Recruiter		4880 Santa Rosa Rd. Camarillo, CA 93013 Julie.milius@salemmaedia.com	
13	ZING.com		450 North State College Boulevard Orange, CA 92868 www.zing.com	
14	Asian Pacific Counseling & Treatment Centers		APCTC Main Center 520 S. La Fayette Park Place, Suite 300 Los Angeles, CA 90057 Fax: (213) 252-2199	

15	Biola University	13800 Biola Ave. Sutherland Hall (Bldg #39), 1 st FL EW La Mirada, CA 90639 Career.development@biola.edu www.biola.joinhandshake.com	
16	Sources Career Development	Ja'Vette Pettaway 825 E. Orange Grove Blvd. Pasadena, CA 91104 jpettaway@unionstationhs.org	
17	FVO Solutions, Inc.	Lisa Smith, Comm. Emp Spec. 789 N. Fair Oaks Ave. Pasadena, CA 91103 lisas@fvosolutions.com (626) 449-0218	
18	UCLA African American Studies	1308 Rolfe Hall P.O. Box 957109 Los Angeles, CA 90095 staff@afam.ucla.edu	
19	National Hispanic Media Coalition	Brenda Rivas 55 South Grand Ave. Pasadena, CA 91105 (626) 792-6462	
20	National Association for the Placement of Colored People	Cynthia Hinds Hollywood Bureau 4929 Wilshire Blvd., Ste. 3310 Los Angeles, CA 90034 (323) 938-5268	
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
21	Internal Candidate		2
22	Employee Referral		
23	Radio Spot Ads – KKLA/KRLA/KFSH		2
24	Word of Mouth Referral		
25	Email Received/Resume Sent In		
26	Other		9
Total Number of Interviewees			24

III. OUTREACH INITIATIVES

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

A. **Management Training:**

Salem's Vice President of Human Resources conducts monthly HR network training sessions via teleconference and powerpoint presentations, which include 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 policies on equal employment.

B. 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:

1. Southern California Broadcasters Association
2. California Broadcasters Association