

EEO PUBLIC FILE REPORT

For the reporting period of 4/1/2024 through 3/31/2025

The SEU has a total of 48 F/T Employees in Reporting Year 2 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
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	KTNO(AM)	Plano, TX	49320	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	Media Strategist	32	10/15/24	1-4,19,27-30
2	Morning Show Assist	1	11/11/24	1-15,19,22-23,27-30
3	Board Operator	19	6/10/24	1-4,19, 27-30
4	Production Assist	31	6/1/24	1-4,19,27-30
5	Afternoon Show Host	22	9/23/24	1-4,19,22-23,27-30
6	Client Service Mgr	19	6/3/24	1-4,19,27-30

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 44 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. (incl Facebook, Twitter & LinkedIn)		4880 Santa Rosa Rd Camarillo, CA 93012 805-987-0400 http://salemmedia.com Karen.davenport@salemmedia.com	14
2	Texas Association of Broadcasters		Teresa McAnally 502 E 11st St #200	0

		Austin, TX 78701 512-322-9944	
3	Texas Workforce Commission	101 E 15 th St. Austin, TX 78778 www.twc.texas.gov/businesses.com	0
4	Christian Jobs	Christianjobs.com Karen.davenport@saalemmedia.com	0
5	Abilene Christian University	joinhandshake.com	0
6	Baylor University	joinhandshake.com	0
7	Dallas Baptist University	joinhandshake.com	0
8	LeTourneau University	joinhandshake.com	0
9	Southern Methodist University	joinhandshake.com	0
10	Texas A&M University-Texarkana	joinhandshake.com	0
11	Texas A&M University-San Antonio	joinhandshake.com	0
12	Texas Women's University	joinhandshake.com	0
13	The University of Texas at Tyler	joinhandshake.com	0
14	University of Dallas	joinhandshake.com	0
15	University of Texas at Arlington	joinhandshake.com	0
16	Radio-info	Taylor on Radio www.Radio-info.com/newsletter	0
17	All Access	Allaccess.com	0
18	ZipRecruiter	Ziprecruiter.com	0
19	Indeed	Indeed.com	17
20	Media Recruiter	Mediarecruiter.com	0
21	Inside Radio	Insideradio.com	0
22	HisAir	Hisair.net	5
23	Christian Music Broadcasting	Cmbonline.org	0
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
24	Appcast		0
25	TV & Radio Jobs Bank		0
26	Red Balloon		0
27	KWRD website or radio spot www.TheWordFM.com		0
28	KSKY website or radio spot www.660amtheanswer.com		0
29	KLTY website or radio spot www.klty.com		0
30	KTNO website or radio spot www.luzdallas.com		2
31	Self-Referral		1
32	Employee Referral		5
33	Unknown Source / Did not specify		0
TOTAL NUMBER OF INTERVIEWEES			44

III. OUTREACH INITIATIVES

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

A. Internship Program:

The SEU has established and designed an internship program to assist students interested in a career in radio broadcasting to acquire skills needed for future employment. During this reporting period, multiple students from various universities in the community participated in this program.

B. Management Training:

1. The Salem Vice President of Human Resources conducts monthly HR Network Training sessions 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 program offered by GB Risk Control, which is an ongoing program for managers to train them in EEO policies and compliance. Training modules include "Prevention of Harassment and Discrimination" and "Ethics in Action". During this reporting period, (7) seven SEU employees participated in this program.

C. Job Fairs:

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

1. Media Tech Job Fair in Dallas, October 10, 2024
2. Tarrant County College Northeast Campus Monster Mash Job Bash on October 24, 2024

D. 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

E. Events Sponsored by Educational Institutions:

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 Bishop Elementary, Everman, TX on November 22, 2024 and spoke to the students about careers in radio.