

EEO PUBLIC FILE REPORT

For the reporting period of 4/1/2023 through 3/31/2024

The SEU has a total of 48 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
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
3	Media Strategist (Jim)	19	9/18/23	1-4,19,27-30
4	Media Strategist (Casey)	1	10/2/23	1-4,19,27-30
6	Regional Sales Manager	31	9/5/23	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 30 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	5
2	Texas Association of Broadcasters		Teresa McAnally 502 E 11st St #200 Austin, TX 78701 512-322-9944	0
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@salemmedia.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	16
20	Media Recruiter	Mediarecruiter.com	0
21	Inside Radio	Insideradio.com	0
22	HisAir	Hisair.net	0
23	WizeHire	Wizehire.com	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		1
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		1
30	KTNO website or radio spot www.luzdallas.com		0
31	Self-Referral		0
32	Employee Referral		7
33	Unknown Source / Did not specify		0
TOTAL NUMBER OF INTERVIEWEES			30

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, (11) eleven 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. DP Morris Elementary for Career on Wheels in Arlington, April 11, 2023
2. Tarrant County College Northeast Campus Monster Mash Job Bash on October 19, 2023
3. Media Tech Institute Dallas Job Fair on October 29, 2023
4. Dallas Baptist University Fall Business Career Expo on October 30, 2023
5. University of North Texas Job Fair on November 11, 2023

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 emceed an event at the Building Healthy Families Luncheon by ChristianWorks for Children in Dallas on May 5, 2023.
2. SEU visited an event celebrating North Texas Giving Day at Scheel's in The Colony on September 16, 2023. SEU interviewed many owners of non-profits in DFW, as they tried to raise awareness and money for their various causes.
3. SEU recorded 2 videos in November 2023 for the charity Operation Christmas Child through Samaritan's Purse, who bring children around the world a shoebox Christmas gift and share the gospel. The purpose of the videos was to promote giving.
4. SEU visited Smith Elementary, Duncanville, TX on February 23, 2024 and spoke to the students as Black History Month/Career Day Speaker.
5. SEU visited Alma Martinez Intermediate School in Mansfield, TX on March 20, 2024 and spoke with students regarding Women's History Month.