

EEO PUBLIC FILE REPORT

For the reporting period of 08/01/23 through 07/31/24
 The SEU has a total of 18 Full Time 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.	KFAX (AM)	San Francisco, CA	24510	No
SCA - Palo Alto, Limited Liability Company	KDOW (AM)	Palo Alto, CA	65485	No
New Inspiration Broadcasting Company, Inc.	KTRB (AM)	San Francisco, CA	66246	No
New Inspiration Broadcasting Company, Inc.	KDIA (AM)	Vallejo, CA	87108	No
New Inspiration Broadcasting Company, Inc.	KDYA (AM)	Vallejo, CA	54263	No

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	SMG Internal Referral	2/26/24	1,3,8,11

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There was a total of 3 people interviewed for full-time positions.

RS No.	Main Recruitment Source	* Contact Information for Recruitment Source	Number of Interviewees Referred
1	Salem Media Group, Inc. (including SMG's Twitter 'X', Facebook & LinkedIn)	* 4880 Santa Rosa Road, Camarillo, CA 93102 Karen.Davenport@salemmedia.com www.salemmedia.com	2
2	California Broadcasters Association	* 915 L Street #1150, Sacramento, CA 95814 www.YourCBA.com	0
3	Zip Recruiter.com	604 Arizona Avenue, Santa Monica, CA 90401	0
4	Christian Jobs.com	4880 Santa Rosa Road, Camarillo, CA 93102 Karen.Davenport@salemmedia.com	0
5	Radio Crossing.com	286 West 100 North, Ephraim, UT 84627	0
6	All Access.com	PO Box 6587, Malibu, CA 90265	0
7	TVandRadioJobs.com	(818) 879-0858	0
8	Indeed.com	1999 Bryan Street. Suite 900 Dallas, TX 75201	0
9	National Association of Broadcasters	www.nab.org/careers/currentOpenings 1 M Street SE Washington, DC 20003	0
10	Job Boards	www.caljobs.ca.gov	0

* Denotes those organizations that requested notification of vacancy information

RS No.	Other Recruitment Sources	Number of Interviewees Referred
11	Internal Employee Referrals (Salem Media Group & Salem San Francisco)	1
12	Outside Referrals from third parties	0
13	Job & Career Fairs	0
14	On-Air Job Opportunity Announcements (KFAX/KDOW/KTRB/KDIA/KDYA)	0
15	Unsolicited Resumes sent to SEU.	0
	Total Number of Interviewees from All Sources	3

III. OUTREACH INITIATIVES

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

A. **Job Fairs.** The SEU participated in the following in-person job/career fair events during the reporting period to promote full-time job opportunities and information regarding careers in the field of radio broadcasting. The SEU both reviewed/collected candidate applications and resumes for future job openings, by a hiring authority (General Manager and Business Manager) of the SEU.

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| 1. 06/5/24 Diversity Employment Day | Business Manager |
| 2. 06/26/24 Silicon Valley Annual Career Fair | General Manager |

B. **Mentoring Program for Current Station Employees to Acquire New Skills for Higher Level Positions.** The SEU has a mentoring program for full-time employees to enhance their skills and grow their experience, which allows them to improve job performance and prepare for potential higher-level radio management roles. This program is designed to also promote and encourage diversity and opportunities for minorities and women in key decision-making positions. During the reporting period training was conducted to equip employees with skills in new technologies, advanced operational techniques and software, in addition to providing opportunities for increased areas and levels of responsibility for advancement within the organization. We also make available a third-party training program for women and minority career advancement called "Rising thru the Ranks".

C. **Job Banks & Internet Programs.** The SEU actively participates in job banks and internet programs designed to provide general information about opportunities in broadcast communications to encourage individuals to seek employment in radio careers.

During the reporting period the SEU provided job opportunities information on various career websites including the California Broadcasters Association, the National Association of Broadcasters, TVandRadioJobs.com & RadioCrossing.com.

D. **Management & Equal Opportunity Employment Training.** The Vice-President of Human Resources for Salem Media Group provides monthly training sessions via teleconference and PowerPoint Presentations which include updates and review of existing EEO policies and compliance. The SEU's Business Manager actively participates in the training and routinely communicates with the SEU's General Manager and members of the local management team to keep employees up to date with information related to the SEU's EEO policies and procedures.