

EEO PUBLIC FILE REPORT

For the reporting period of 12/01/2014 through 11/30/2015

Original

EEO Report

12/1/14 - 11/30/15

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
Salem Media of Colorado, Inc.	KNUS(AM)	Denver, CO	42377	n/a
Salem Media of Colorado, Inc.	KRKS-FM	Lafayette, CO	58631	n/a
Salem Media of Colorado, Inc.	KRKS(AM)	Denver, CO	58632	n/a
Salem Media of Colorado, Inc.	KBJD(AM)	Denver, CO	87151	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	Referral	1/19/2015	1-28
2	Traffic Manager	KRKS Website	5/18/2015	1-28
3	Account Executive	All Access Website	10/27/2015	1-28
4	Account Executive	Salem Website	11/30/2015	1-28

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 people 13 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	Bowie State University		Career Services 301-466-7110 14000 Jericho Park Rd Bowie, MD 20715	
2	Broadcasting Institute of Maryland	*	Career Services 410-254-2770 7200 Hartford Rd Baltimore, MD 21234	
3	College of Notre Dame of Maryland		Career Services 410-532-5387 4701 N Charles St. Baltimore, MD 21210404 S Upham St	

			Lakewood, CO 80226	
4	Colorado Broadcasters Association		333 W Hampden Ave Ste 400 Englewood, CO 80110 www.coloradobroadcasters.org	
5	Colorado Community Church		Terry Charles 2220 S. Chambers Rd Aurora, CO 80014	
6	Colorado Job Bank		303-340-1212 11059 E. Bethany Dr, Ste 201 Aurora, CO 80014	
7	Colorado Media School		Placement Services 404 S Upham St Lakewood, CO 80226	
8	Columbia School of Broadcasting		Bill Butler 3947 University Dr. Fairfax, VA 22030	
9	Denver Indian Center	*	Eileen Masquat 4407 Morrison Rd Denver, CO 80219	
10	Front Range Community College		Career Services www.frontrange.edu 3645 W 112 th Ave Westminster, CO 80031	
11	Hispanic Chamber of Commerce		303-534-8377 924 W. Colfax Denver, CO 80284	
12	Mesa State College		Career Services 1100 North Ave Grand Junction, CO 81501	
13	Metropolitan State College of Denver		Career Services Speer Blvd Denver, CO 80217	
14	National Alliance of State Broadcasters Associations		2333 Wisconsin St, NE Albuquerque, NM 87110 505-881-4444 www.carepage.org	
15	National American University		Career Services 1325 S. Colorado Blvd Denver, CO 80222	
16	Northwest Nazarene College		Career Services 5356 W 115 PL Broomfield, CO 80020	
17	Rocky Mountain Bible Institute		Career Services 12189 W 64 th Ave Arvada, CO 80002	
18	State of Colorado Department of Labor and Employment (aka Colorado Job Bank)		Cindi Humbert 303-340-1212 11059 E. Bethany Dr, Ste 201 Aurora, CO 80014	
19	University of Colorado at Boulder		Beth Gaeddert 1511 University Ave 478 UCB	

		Boulder, CO 80309	
20	University of Colorado Denver	Career Services 303-566-2400 2199 S. University Blvd Denver, CO 80416	
21	University of Northern Colorado	Sue Stone 970-351-2818 Carter Hall Room 2002 UNC Greeley, CO 80639	
22	University of Wyoming	Jo Chytka 228 Knight Hall Laramie, WY 82071	
23	Webster University of Denver	Career Services 9250 W. Costilla Ave, Ste 310 Aurora, CO 80112	
24	Chrisitanjobs.com	Chrisitanjobs.com	1
25	Facebook		
26	Salem Media Group, Inc.	salemmedia.com contact: Karen Davenport 4880 Santa Rosa Rd Camarillo CA 93012	7
27	Twitter		
28	Linked In	www.linkedin.com	
29	All Access Website		1
OTHER SOURCES OF INTERVIEWEES			
No	Description of Other Sources	Number of Interviewees	
30	KNUS(AM), KRKS-FM, KRKS(AM), KBJD(AM) websites	2	
32	Referral	2	
Total Number of Interviewees			13

III. OUTREACH INITIATIVES

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

A. Management EEO Training:

1. The Salem Director 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. 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 minorities and women to consider future employment. Available positions were posted on web sites and sent to various organizations to ensure broad and inclusive outreach. In the reporting period the following sites have been used:

Colorado Broadcasters Association
Colorado Job Bank
National Alliance of State Broadcasters Association

C. Participate in Job Fairs:

The SEU participated in the Colorado Broadcast Association Virtual Job Fair. On February 2-6 2015 and October 19-23 2015. Job opportunities were discussed and resumes were collected

D. Internship Program:

The objective of this program is to provide students the opportunity to work with a major market media group. Through this experience the student is able to learn more about careers in the broadcasting industry. The Operations Manager and Senior Producer worked with the student in establishing their schedule and internship work responsibilities. One student from University of Colorado at Denver interned at the SEU from July 13, 2015 to December 30, 2015.

E. Other Activities

General Manager leads management team members in discussion of the book "The Oz Principle" by Roger Connors, Tom Smith and Craig Hickman to help managers acquire skills that would help them acquire higher level positions in broadcasting.