

EEO PUBLIC FILE REPORT

For the reporting period of 08/01/22 through 07/31/23

The SEU has a total of 19 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
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	Indeed.Com	9/12/22	1,6,7
2	Receptionist	Outside Referral	10/10/22	1,6,8
3	Board Operator	Indeed.Com	10/24/22	1,6,8
4	Media Strategist	Internal Employee Referral	01/09/23	1,3,6,7
5	Media Strategist	Indeed.Com	02/01/23	1,3,6,7
6	Media Strategist	Outside Referral	07/17/23	1,8,9
7	General Sales Manager	Outside Referral	07/25/23	1,6,7,8,10

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 38 individuals 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.* (including SMG's Twitter, Facebook & LinkedIn)	4880 Santa Rosa Rd. Camarillo CA, 93102 www.salemmaedia.com Karen.Davenport@salemmaedia.com	7
2	California Broadcasters Association*	915 L St #1150, Sacramento, CA 95814 www.YourCBA.com	0
3	Zip Recruiter	www.ziprecruiter.com	2
4	Christianjobs.com	4880 Santa Rosa Road, Camarillo, CA 93012 Karen.Davenport@salemmaedia.com	0

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
5	Salem Media Group – Internal Employee Referrals	2
6	Indeed.com	4
7	All Access.com	6
8	Outside Referrals	5
9	Job & Career Fairs	12
10	Job Boards	0
Total Number of Interviewees		38

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 Mgr/Business Mgr) of the SEU.

- 1. 06/16/23 Diversity Career Fair Virtual/GM & Business Manager**
- 2. 06/21/23 Silicon Valley Career Fair In-Person/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. A total of 3 employees were trained for the positions of General Manager, General Sales Manager and Director of Engineering.

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 Broadcaster's, and TVandRadioCareers.com and 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.