

EEO PUBLIC FILE REPORT

For the reporting period of 12/01/2010 through 11/30/2011

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	Traffic Manager	Employee Referral	3/27/2011	4,5,8-11,13-25,27-33,37-41,43
2	Account Executive	Transfer from KLUP	06/20/2011	1,4,8-11,13-25,27-32,37-41,43
3	Account Executive	Craig’s List	10/4/2011	1,4,6,8-11,13-25,27-32,37-41,43
4	News Anchor	Employee Referral	11/6/2011	4,8-11,13-15,27-32,37-41,43
5	Producer	Employee Referral	11/6/2011	4,8-11,13-25,27-32,37-41,43

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 30 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	Media Recruiter		Sue Arno 303-400-5150	4

			20456 E. Orchard Pl. Centennial, CO 80016 www.mediarecruiter.com	
2	Denver Post		Lyn Rowee 303-954-1167 1560 Broadway Denver, CO 80202	
3	Rocky Mountain News		Lyn Rowee 303-954-1167 400 W. Colfax Denver, CO 80204	
4	Ohio Center for Broadcasting	*	Placement Services 303-937-7070 404 S Upham St Lakewood, CO 80226	3
5	American Women in Radio		703-506-3290 www.awrt.org 1760 Old Meadow Suite 500 McLean, VA 22102	
6	Craig's List		www.denver.craigslist.org	6
7	Colorado Job Bank		303-340-1212 11059 E. Bethany Dr, Ste 201 Aurora, CO 80014	
8	Colorado Technical College		5775 Denver Technical Center Blvd Greenwood Village, CO 80111	
9	Hispanic Chamber of Commerce		303-534-8377 924 W. Colfax Denver, CO 80284	
10	Mesa State College		Career Services 1100 North Ave Grand Junction, CO 81501	
11	Denver Conservative Baptist Seminary		Career Services 3401 S. University Blvd Englewood, CO 80110	
12	Real Match		Email: support@realmatch.com	1
13	National Alliance of State Broadcasters Associations		2333 Wisconsin St, NE Albuquerque, NM 87110 505-881-4444 www.carepage.org	1
14	Front Range Community College		Career Services www.frontrange.edu 3645 W 112 th Ave Westminster, CO 80031	
15	Metropolitan State College of Denver		Career Services Speer Blvd Denver, CO 80217	
16	Montsegur Institute		Career Services 2296 Kalmia Ave Boulder, CO 80303	
17	National American		Career Services	

	University		1325 S. Colorado Blvd Denver, CO 80222	
18	Northwest Nazarene College		Career Services 5356 W 115 PL Broomfield, CO 80020	
19	Parks College		Career Services 9065 Grant St Denver, CO 80237	
20	Rocky Mountain Bible Institute		Career Services 12189 W 64 th Ave Arvada, CO 80002	
21	Tabor College		Career Services 12472 W. Bellview Ave Littleton, CO 80123	
22	University of Colorado at Boulder		Beth Gaeddert 1511 University Ave 478 UCB Boulder, CO 80309	
23	University of Phoenix		Career Services 7800 E. Dorado Pl Denver, CO 80124	
24	Webster University of Denver		Career Services 9250 W. Costilla Ave, Ste 310 Aurora, CO 80112	
25	Rocky Mountain Bible Institute		Dr. Russell W. Frase Jr. 303-403-2704 12189 W. 64 th Ave Arvada, CO 80004	
26	State of Colorado Department of Labor and Employment		Cindi Humbert 303-340-1212 11059 E. Bethany Dr, Ste 201 Aurora, CO 80014	
27	University of Colorado Denver		Career Services 303-566-2400 2199 S. University Blvd Denver, CO 80416	
28	University of Northern Colorado		Sue Stone 970-351-2818 Carter Hall Room 2002 UNC Greeley, CO 80639	
29	Bowie State University		Career Services 301-466-7110 14000 Jericho Park Rd Bowie, MD 20715	
30	Broadcasting Institute of Maryland		Career Services 410-254-2770 7200 Hartford Rd Baltimore, MD 21234	
31	College of Notre Dame of Maryland		Career Services 410-532-5387 4701 N Charles St. Baltimore, MD 21210	

32	Western State College		JoDawn Newlon 303-893-5373 600 N. Adams Gunnison, CO 80204	
33	Traffic Directors Guild of America		26000 Avenida Aeropuerto Building 114 San Juan Capistrano CA 92675 www.tdga.org	
34	Yahoo Jobs		Lyn Rowee 303-954-1167 1560 Broadway Denver, CO 80202 www.yahoojobs.com	
35	Hot Jobs		Lyn Rowee 303-954-1167 1560 Broadway Denver, CO 80202 www.hotsjobs.com	
36	I Hire Sales People		www.iHireSalesPeople.com	
37	Colorado Broadcasters Association		www.coloradobroadcasters.org	
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
38	Radio Ads (KNUS(AM), KRKS-FM, KRKS(AM), KBJD(AM))			
39	KNUS(AM), KRKS-FM, KRKS(AM), KBJD(AM) websites			2
40	Salem Communications website			12
41	Christian Jobs website			1
42	WYLL(AM), Salem Communications, Illinois, Internal Posting			
43	Bison Media (Salem Communications Colorado Springs) Internal Posting			
Total Number of Interviewees				30

III. OUTREACH INITIATIVES

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

A. Management EEO Training:

1. [The Salem Director of Human Resources Director 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.](#)

2. The SEU participates in an on-line program entitled "Employment Law Training" (E.L.T.), which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal

opportunity and preventing discrimination. Training modules include two (2) hours of “Preventing Workplace Harassment” and a module covering all forms of anti-discrimination. During this reporting period, one SEU employees participated in the ELT program.

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: National Alliance of State Broadcasters Association and Colorado Broadcasters Association.

C. 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 News Anchor worked with the students in establishing their schedule and internship work responsibilities.

1. During the second quarter of this reporting period three students from Ohio Center of Broadcasting attended.
2. During the third quarter of this reporting period one student from University of Colorado attended.
3. During the fourth quarter of this reporting period one student from Ohio Center of Broadcasting attended.