

EEO PUBLIC FILE REPORT

For the reporting period 10/1/07 through 9/30/08

Prepared by: Tim Harper, General Manager
 Inspiration Media, Inc.
 DBA: Salem Communications Seattle
 KGNW, KKMO, KKOL, KLFE, KNTS

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
KGNW	28819	AM	Burien, WA	N/A
KKMO	33301	AM	Tacoma, WA	N/A
KKOL	20355	AM	Seattle, WA	N/A
KLFE	12031	AM	Seattle, WA	N/A
KNTS	87153	AM	Seattle, WA	N/A

A. The following is a list of all vacancies for full-time jobs during the reporting period:

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1.	General Manager	4/01/08	7/07/08
2.	Local Sales Manager	10/1/07	12/19/07
3.	Director of Local Hispanic Ministry Dev.	4/01/08	5/27/08
4.	Sales Assistant	10/01/07	12/01/07
5.	Traffic Manager	01/17/08	03/03/08
6.	KKMO Account Manager	10/01/07	06/02/08
7.	KKMO On-Air/Promotions	07/07/08	9/01/08

B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred.

1. Washington State Assoc. of Broadcasters (WSAB) Job Bank, Web Site, Contact: Sandi Maki sandiewsab@earthlink.net www.wsab.com
2. Puget Sound Radio Broadcasters Assoc. (PSRBA) Job Bank, Web Site, Contact: Ann Suter Asuter@comcast.net www.psrba.com
3. North Seattle Community College, 9600 College Way North, Seattle, WA 98103, 206-527-7656
4. Green River Community College, 12401 SE 320th St., Auburn, WA 98092, 253-899-9111
5. University Of Washington, 1410 NE Campus Parkway, Seattle, WA 98105

C. The following is a list of the recruitment sources which provided the person hired for each full time position filled during the reporting period.

<u>Job Title</u>	<u>Recruitment Source</u>
1. General Manager	Inside Radio
2. Local Sales Manager	Employee Referral
3. Director of Local Hispanic Ministry Development	Other-was a former client
4. Sales Assistant	Employee Referral
5. Traffic Manager	PSRBA
6. KKMO Account Manager	Walk In
7. KKMO On Air/Asst. PD	Employee Referral

D. During the reporting period, there were a total of 56 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
Puget Sound Radio Broadcasters Assoc. (PSRBA) Job Bank	2
University of Washington Job Fair	4
Employee Referral	15
Internal Job Posting	1
Salem Corp. Website	1
Station Web Sites	3
Unsolicited Resume	2
Inside Radio	21
Other-Former Client	1
Radio Notas	2
Radio al Aire	2
North Seattle Community College (NSCC) Job Bank	1
Walk-In	<u>1</u>
Total Interviews:	56

E. During the reporting period, the station employment unit engaged in the following initiatives (provide full details, including an explanation if no initiatives were conducted during the period involved):

Job Banks and Internet programs: The employment unit participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage woman and minorities to consider future employment in broadcasting. In addition all job openings have been posted on web sites to ensure broad internet recruitment. In the reporting period, the following web sites have been used:

1. Puget Sound Radio Broadcasters Assoc. (PSRBA) Job Bank www.PSRBA.com.
2. Washington State Association of Broadcasters (WSAB)) Job Bank www.WSAB.com.
3. North Seattle Community College (NSCC) Job Bank www.northseattle.edu/services/career/students.htm
4. Green River Community College Job Bank <http://www.myconsortium.com/demo/student/home.aspx>.
5. University of Washington Job Bank <https://washington-csm.symplicity.com/students/>.

Participation in Job Fairs: The employment unit was represented at 5 job fairs during the reporting period:

1. Seattle Pacific University (SPU) Job Fair on February 20, 2008. At this job fair, the employment unit presented a booth educating job seekers about the company. The employment unit provided handouts, job postings and employment applications. The employment unit accepted completed applications and resumes and provided information where possible candidates could access company web-sites and where to send their resume and/or application.
2. North Seattle Community College Job Fair 9600 College Way North, Seattle, WA 98103 on April 23, 2008. At this job fair, the employment unit presented a booth educating job seekers about the company. The employment unit provided handouts, job postings and employment applications. The employment unit accepted completed applications and resumes and provided information where possible candidates could access company web-sites and where to send their resume and/or application.
3. Puget Sound Radio Broadcasters Assoc. (PSRBA) Job Fair at N. Seattle Comm. College, Seattle, WA on May 29, 2008. At this job fair, the employment unit presented a booth educating job seekers about the company. The employment unit provided handouts, job postings and employment applications. The employment unit accepted completed applications and resumes and provided information where possible candidates could access company web-sites and where to send their resume and/or application.
4. University of Washington Summer Job Fair at 1410 NE Campus Parkway, Seattle, WA 98105 on June 25, 2008. At this job fair, the employment unit presented a booth educating job seekers about the company. The employment unit provided handouts, job postings and employment applications. The employment unit accepted completed applications and resumes and provided information where possible candidates could access company web-sites and where to send their resume and/or application.

5. Latin Career Expo, Seattle, WA on July 24, 2008. This event is a student organization dedicated to increasing access to higher education for Hispanic/Latino students. This event was designed to inform and educate members of the Hispanic/Latino public about (a) education and employment opportunities in Hispanic companies; and (b) outreach programs that are available in the community.

Participation in Activities Sponsored by Community Groups Active in Broadcast Employment Issues:

Radio Sol, KKMOam1360, sponsored the Hispanic Sea-fair at Seattle Center, Seattle, WA on July 6, 2008. This event was designed to inform and educate members of the Hispanic public about employment opportunities in Hispanic broadcasting along with educating the Hispanic public about outreach programs that are available to them in their community. The employment unit presented a booth educating job seekers about the company and provided handouts, job postings and employment applications. The employment unit provided information where possible candidates could access company web-sites and where to send their resume and/or application.

Other Activities to Further Disseminate Information About Employment Opportunities:

1. Radio Sol, KKMOam1360, participated in the All Nations Cup, Seattle, WA on June 6-22, 2008. This major soccer event included educating the public about international music, dance, food and a diversity of outreach programs that are available to the community. The employment unit presented a booth educating job seekers about the company and provided handouts, job postings and employment applications. The employment unit provided information where possible candidates could access company web-sites and where to send their resume and/or application.
2. Radio Sol, KKMO an 1360, sponsored the Fiestas Patrias on September 13 & 14, 2008. This event is the celebration of Independence day of Mexico and countries of Central and South America. The employment unit presented a booth with Inspiration Media staff present, educating job seekers about the company by providing handouts, job postings and overviews, employment applications as well as company information.

Management Training to Ensure Equal Employment Opportunity and Prevention of Discrimination:

1. **EEO Training:**
The Salem Corporate Manager of Human Resources conducts monthly HR Networking Training sessions via teleconference and Power-Point presentations. The Business Manager routinely communicates with the General Manager and other management team members to keep all apprised of the company and station's policy on equal employment.
2. **"Employment Law Training" (ELT):**
Employment unit employees participated in an on-line program entitled "Employment Law Training" (ELT) which is an ongoing training program for all management personnel that are hired during the reporting period. Training modules included "Lawful Hiring", "Equal Employment", "Workplace Harassment" and "Lawful Terminations".

Internship Program:

The employment unit established an unpaid Internship program designed to assist college students to acquire skills needed for broadcast employment. Interns accepted into the program must be enrolled in a college or university must be of junior or senior status, and must commit to a 3 month internship program to work a minimum of 20 hours per week (or meet the hours required by their college or university to earn credits).

During the reporting period, 1 college student from the University of Washington participated in the Promotions and Marketing Internship.

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Name of Respondent: Inspiration Media, Inc.

Signed: _____

Typed Name: Tim Harper

Title: General Manager

Date: October 1, 2008

Amended Date: April 29, 2009

Telephone No.: 206-443-8200 ext. 215