

EEO PUBLIC FILE REPORT

For the reporting period of 04/01/07 to 3/31/08

Prepared by:

Parent License Name: Inspiration Media of Texas, LLC: KWRD-FM
Bison Media Inc.: KSKY(AM)
(Licensee / Permittee)

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>
KSKY	6591	AM	Balch Springs, TX	-
KWRD-FM	6560	FM	Highland Village, TX	-

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

<u>Job Title</u>	<u>Date Open</u>	<u>Date Filled</u>
1. KWRD-FM Account Executive	5/31/07	6/11/07
2. KSKY Account Executive	5/31/07	6/18/07
3. KWRD-FM Account Executive	8/30/07	9/17/07
4. KWRD-FM Account Executive	9/6/07	12/3/07
5. KWRD-FM Account Executive	9/6/07	2/4/08
6. KSKY Account Executive	9/6/07	2/27/08

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:

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>
Salem Communications Website	Audrey Pillow	4880 Santa Rosa Road Camarillo, CA 93012	805-987-0400
ChristianJobs.com	Lisa Fife	111 Virginia St. Ste. 500 Richmond, VA 23219	804-205-9739
American Women in Radio and Television	Careerline	McLean, VA	703-506-3290 info@awrt.org
The Gazette	Rosie Roberts	P.O. Box 940226 Plano, TX 75094	972-509-9149

University of North Texas- Department of Radio, Television and Film*	Dr. Alan B. Albarran	P.O. Box 310589 Denton, TX 76203-0589	800-735-2989
Reunion Church*	Martha Garza	2805 Allen Street, #119 Dallas, TX 75204	214-954-0000
UT Arlington	Career Center	701 S. Nedderman Drive Arlington, TX 76019	817-272-2011
TCU University	Patricia Bergmaier	2800 S. University Drive Ft. Worth, TX 76109	817-257-7000

C. The following is a list of recruitment sources which provided the hiree for each position filled during the reporting period:

<u>Job Title</u>	<u>Recruitment Source</u>
KWRD-FM Account Executive	Employee Referral
KSKY Account Executive	Employee Referral
KWRD-FM Account Executive	Employee Referral
KWRD-FM Account Executive	Radio Ad
KWRD-FM Account Executive	Employee Referral
KSKY Account Executive	Employee Referral

D. During the reporting period, there were a total of 19 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>
Employee Referral	8
Radio Ad	11

E. During the reporting period, the station employment unit engaged in the following initiatives:

1. **Management Training:** The Salem Corporate VP of Human Resources conducts monthly HR Network Training session via teleconference and Powerpoint presentation. During this reporting period, the office manager of the station(s) participated in an EEO Compliance presentation. The office 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. During the reporting period management level personnel at the SEU received training as to methods of ensuring equal opportunity and preventing discrimination. This training consisted of ELT training modules in EEO, lawful hiring, lawful termination and sexual harassment.

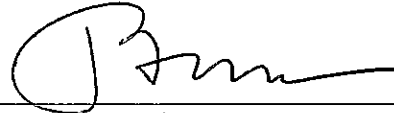
2. **Internet Job Bank:** American Women in Radio and Television – Listing of upper level job openings in job bank for 30 days. Job listing for KWRD and KSKY Account Executives were posted on 4/6/07.
3. **Participation in Events or Programs Relating to Career Opportunities in Broadcasting Sponsored by Educational Institutions:** the Promotions Director gave a radio presentation to Journalism students on how to begin a career in broadcasting. Many of these students currently hold jobs at the school's radio station.

Name of Respondent:

Inspiration Media of Texas, LLC: KWRD-FM

Bison Media Inc.: KSKY(AM)

Signed: _____



Typed Name: Peter W. Thomson

Title: Vice President/General Manager

Date: 3/31/08

Amended: 4/25/08

Telephone No. 214-561-9673