

**EEO PUBLIC FILE REPORT**

For the reporting period of 8 /01 /2010 through 7 / 31 / 2011

**This report covers the following station employment unit (SEU):**

<b>Licensee / Permittee Name</b>	<b>Call Sign and Type</b>	<b>Community of License (City, State)</b>	<b>FCC Facility ID Number</b>	<b>LMA</b>
New Inspiration Broadcasting Co Inc.	KPRZ AM	San Diego CA	54461	N/A
New Inspiration Broadcasting Co Inc	KCBQ AM	San Diego CA	13509	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:**

<b>Job No.</b>	<b>Job Vacancy Title</b>	<b>Recruitment Source that Referred Hired Person</b>	<b>Date Filled</b>	<b>RS’s Contacted to Fill Vacancy</b>
1	Account Executive	Employee Referral	9.21.10	1-19
2	Receptionist	Christian Jobs.com	11.1.10	1-19
3	Receptionist	Pt Loma Nazarene U. Job Board	2.14.11	1-19

**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 21 people interviewed for full-time positions.**

<b>RS No.</b>	<b>Recruitment Source</b>	<b>(*)</b>	<b>Address, Telephone and Contact Person of RS</b>	<b>Number of Interviewees Referred by RS</b>
* Denotes those organizations that requested notification of vacancy information				
1	San Diego Chinese Center		428 3 <sup>rd</sup> Street San Diego Ca Chew Fun Ang 619-234-4447	0
2	CA Chicano News Media		PO Box 370603 San Diego CA 92137 Noe Gonzalez 619-303-6892	0
3	Chicano Federation of San Diego		PO Box 8116 San Diego CA 619-263-7785	0
4	Indian Human Res. Center		4040 30 <sup>th</sup> Street San Diego CA Sarah Hernandez 619-281-5964	0
5	Regional Occupational Prog.		1355 2 <sup>nd</sup> Avenue Chula Vista CA 91911 619-482-6377	0
6	San Diego County Hispanic Chamber of Commerce		1250 Sixth Avenue #550 San Diego CA 92101 E. Landeros 619-702-0790	0

7	NAACP		PO Box 152086 San Diego CA 92195 R. Hilliard 619-263-7823	0
8	Southern CA Broadcasters Association		5670 Wilshire Blvd. Los Angeles CA 90036 LaFern Watkins 323-938-3100	0
9.	YWCA		1012 C Street San Diego CA 92101 619-239-0355	0
10	Point Loma Nazarene Univ.		3900 Lomaland Drive San Diego CA 92106 619-849-7023	1
11	San Diego Black Chamber of Commerce		1727 Euclid Avenue Sa Diego CA 92105	0
12	Asian Journal		550 E 8 <sup>th</sup> Street #6 National City CA 91950 Eugene De Leon	0
13	American Women in Radio & TV		1650 Tysons Blvd #200 McLean VA 22102 703-506-3266	0
14	Craigslist		<a href="http://www.sandiego.craigslist.org">www.sandiego.craigslist.org</a>	12
15	Salem Communications		Email: marla.watanabe@salem.cc	
16	Christian Jobs		Email: <a href="mailto:Marla.watanabe@salem.cc">Marla.watanabe@salem.cc</a>	1
<b>OTHER SOURCES OF INTERVIEWEES</b>				
<b>No.</b>	<b>Description of Other Sources</b>			<b>Number of Interviewees</b>
17	KPRZ radio website <a href="http://www.kprz.com">www.kprz.com</a>			1
18	KCBQ radio website <a href="http://www.kcbq.com">www.kcbq.com</a>			0
19	Employee Referral			6
<b>Total Number of Interviewees</b>				<b>21</b>

### III. OUTREACH INITIATIVES

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

A. **Job Fairs:** The employment unit was represented at 2 job fairs during the reporting period by the Promotions Director and Sales Assistant.

1. On September 27, 2010 the SEU participated in Grossmont College Job Fair at 8800 Grossmont College Drive, El Cajon CA 92020.
2. On February 25, 2011 the SEU participated in the Duncan Hunter 2011 Community Job Fair at 900 Rancho San Diego Parkway, El Cajon CA 92019.

**B. 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 Promotions Director work with the students in establishing their schedule and internship work responsibilities. During the reporting period the SEU had 1 intern.

1. During this reporting period one Student from Biola University from May 11 to August 11.

**C. Management EEO Training**

1. The Salem Director of Human Resources conducts monthly HR Network Training Sessions via teleconference and Powerpoint presentations, which includes review of EEO policies and compliance. The SEU's Business 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 apprised of the company and SEU's policy on equal employment.
2. During this reporting period 5 employees from the SEU participated in an on-line program entitled "Employment Law Training" (E.L.T.) which is an ongoing training program for management personnel. Training modules include "Workplace Harassment", "Discrimination", "Retaliation" and "Code of Ethic". These modules train entry level managers and above to provide them the skills needed to develop into better managers and allow them to grow into and prepare for new positions in the SEU.