

EEO PUBLIC FILE REPORT

For the 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	
KKMO	33301	AM	Tacoma, WA	
KKOL	20355	AM	Seattle, WA	
KLFE	12031	AM	Seattle, WA	
KNTS	87153	AM	Seattle, WA	

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1. General Manager	4/01/08	07/07/08
2. Local Sales Manager	10/1/07	12/19/07
3. Dir of Local Hispanic Ministry Development	04/01/08	05/27/08
4. Sales Assistant	10/01/07	12/01/07
5. Traffic Manager	01/17/08	03/03/08
6. KGNW Account Manager	10/01/07	03/24/08
7. KKMO Account Manager	10/01/07	06/02/08
8. KKMO Account Manager	10/01/07	06/16/08
9. KKMO On Air Host	10/01/07	04/01/08
10. KKMO On Air/Promotions	07/07/08	09/01/08
11. PT Board Operator	10/01/07	12/11/07
12. PT Board Operator	01/01/08	04/15/08
13. PT Board Operator	01/01/08	04/29/08
14. PT Board Operator	01/01/08	07/02/08
15. PT Board Operator	07/01/08	07/30/08
16. PT Board Operator	07/01/08	09/29/08

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. *WSAB Job Bank, Web-Site, Contact: Sandi Maki sandiewsab@earthlink.net www.wsab.com
2. *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
6. Employee Referrals, Station Job postings, Business Manager, 206-269-6228
7. On-Air Radio Ads, KGNW, KKMO, KNTS and KKOL
8. *Salem Communications Corporate Web-Site, www.salem.cc
9. Station Web-Site Job Opportunities, www.kgnw.com, www.radiosol1360.com, www.kkol.com
10. *Christianjobs.com, Contact: Lisa lisa@salemwebnetwork.com www.christianjobs.com
11. Radio Notas www.radionotas.com
12. Radio al Aire www.radioal aire.com
13. Inside Radio www.insideradio.com

- B. The following is a list of the services for full-time jobs shown in section A above and the recruitment source which provided the hiree for that position:

<u>Job Title</u>	
1. General Manager	Inside Radio
2. Local Sales Manager	Employee Referral
3. Dir of Local Hispanic Ministry Development	Other- was a former client
4. Sales Assistant	Employee Referral
5. Traffic Manager	PSRBA
6. KGNW Account Manager	Employee Referral
7. KKMO Account Manager	Walk In
8. KKMO Account Manager	Employee Referral
9. KKMO On Air Host	Re-Hire
10. KKMO On Air/Promotions	Employee Referral
11. PT Board Operator	Company Web-site
12. PT Board Operator	Company Web-site
13. PT Board Operator	Unsolicited Resume
14. PT Board Operator	Employee Referral
15. PT Board Operator	Employee Referral
16. PT Board Operator	Employee Referral

- C. During the previous 12 months, there were a total of 70 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>
WSAB Job Bank	0
PSRBA Job Bank	2
PSRBA Job Fair	0
North Seattle Community College Job Bank	0
North Seattle Comm. College Job Fair	0
Green River Community College Job Bank	0
University of Washington Job Bank	1
University of Washington Job Fair	4
SPU Job Fair	0
Latin Career Expo	0
Employee Referral	21
Internal Job Posting	1
Radio Advertisement	0
Salem Corp. Website	3
Station Web Sites	8
Christian Jobs.com website	0
Unsolicited Resume	5
Inside Radio	21
Other-Former Client	1
Radio Notas	1
Radio al Air	2

- D. During the last 12 months, 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:

KGW web site www.kgnw.com

KKMO web site www.radiosol1360.com

KKOL web site www.kkol.com

Salem Communications Corporate web site www.salem.cc

Christianjobs.com web-site www.christianjobs.com

PSRBA web-site www.PSRBA.com

WSAB web-site www.WSAB.com

North Seattle Community College Job Bank <http://www.northseattle.edu/services/career/students.htm>

Green River Community College Job Bank <https://www.myconsortium.com/demo/student/home.aspx>

University of Washington Job Bank <https://washington-csm.symplicity.com/students/>

Job Fairs: The employment unit was represented at 4 job fairs during the reporting period:

SPU Job Fair on February 20, 2008

North Seattle Comm. College Job Fair, 9600 college Way North, Seattle, WA 98103 on April 23, 2008

PSRBA (Puget Sound Radio Broadcasters) Job Fair at N. Seattle Comm. College, Seattle, WA on May 29, 2008

University of Washington Summer Job Fair at 1410 NE Campus Parkway, Seattle, WA 98105 on June 25, 2007

All four job fairs connected the employment unit with a variety of broadcasting talents that are here in the Pacific Northwest seeking broadcasting opportunities.

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 (a) students. This event was designed to inform and educate members of the Hispanic/Latino (a) public about education and employment opportunities in Hispanic companies along with educating the Hispanic/Latino (a) public about outreach programs that are available to them in their community.

Sponsored Events:

Radio Sol, KKMO am1360, 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.

Radio Sol, KKMO am1360, sponsored the All Nations Cup, Seattle, WA on June 6-22, 2008. This event is the premier soccer tournament of the northwest, with 38 countries represented. It is the largest spectator sport in the world which brings together an amazing celebration of culture. This event was designed to educate the public about international music, dance, food and a diversity of outreach programs that are available to the community.

Radio Sol, KKMO am1360, sponsored the Fiestas Patrias on September 13 &14, 2008. This event is the celebration of the independence of Mexico and countries in Central and South America. Fiestas Patrias celebrates diversity and the Latino community in Western Washington. At Seattle's Fiestas Patrias, Hispanic foods, dance, mariachi music, exhibits and children's activities celebrate these countries' unique cultures as well as their shared language.

Management EEO Training:

The Salem Corporate VP of Human Resources conducts monthly HR Networking Training sessions via teleconference and Power-Point presentations. During this reporting period, the Business Manager of the Station(s) participated in an EEO Compliance presentation. 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.

"Employment Law Training" (ELT):

The employment unit participates 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".

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Name of Respondent: Inspiration Media, Inc.

Signed:  _____

Typed Name: Tim Harper

Title: General Manager

Date: 10/01/08

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