

EEO PUBLIC FILE REPORT

For the period 10/1/06 through 9/30/07

Prepared by: Joseph Heslet, General Manager

Inspiration Media, Inc.

DBA: Salem Communications Seattle

KGNW, KKMO, KKOL, KLFE, KDOW, KIKN (until end of October 2006)

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/Seattle, WA	
KKMO	33301	AM	Tacoma, WA	
KKOL	20355	AM	Seattle, WA	
KLFE	12031	AM	Seattle, WA	
KDOW	87153	AM	Seattle, WA	
KIKN	63519	AM	Port Angeles, 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. Receptionist	07/25/06	11/6/06	KGW web site
2. General Sales Manager	03/01/07	06/04/07	Referral-Fisher
3. KKOL Program Director	10/01/06	12/17/06	Promotion
4. KKOL Program Director	10/01/06	02/26/07	Referral
5. Acct Managers-KGNW	10/01/06	11/09/06	KGW Radio Ad
6. Acct Managers-KGNW	10/01/06	01/29/07	KGW Radio Ad
7. Acct Managers-KGNW	01/01/07	05/08/07	KGW Radio Ad
8. Acct Managers-KGNW	07/01/07	08/01/07	KGW Radio Ad
9. Acct Managers-KGNW	07/01/07	08/20/07	Unsolicited Resume
10. Acct Managers-KKMO	10/01/06	11/14/06	KKMO Radio Ad
11. Acct Managers-KKMO	10/01/06	12/11/06	KKMO Radio Ad
12. Acct Managers-KKMO	01/01/07	04/30/07	Univision/Referral
13. Acct Managers-KKMO	01/01/07	05/21/07	Latin Career Fair
14. Board Operator	10/01/06	01/02/07	referral
15. Board Operator	10/01/06	01/02/07	referral
16. Board Operator	10/01/06	01/02/07	re-hire
17. Board Operator	01/01/07	01/28/07	Salem Web Site
18. Board Operator	01/01/07	01/28/07	Salem Web Site
19. Board Operator	01/01/07	04/01/07	KGW Web Site
20. Board Operator	01/01/07	04/01/07	Salem Web Site
21. Board Operator	01/01/07	04/01/07	Salem Web Site
22. Board Operator	01/01/07	04/01/07	Salem Web Site
23. Board Operator	05/01/07	06/04/07	employee referral
24. Board Operator	05/01/07	08/27/07	KGW Web Site
25. Temp Traffic Manager	07/01/07	09/17/07	KGW Web Site

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. *Cedar Park Christian School, 16300 112th Ave. N.E... Bothell, WA. 425-488-3600
2. *WSAB Job Bank, Web-Site, 360-705-0774
3. *PSRBA Job Bank, Web Site,
4. *Work Source, 10107 South Tacoma Way, Lakewood, WA, 253-589-7119
5. *University of Puget Sound, 1500 N. Warner #1081, Tacoma, WA, 253-879-3337
6. *Seattle Pacific University, 3307 3rd Ave. W., Suite 216, Seattle, WA 98119, 206-281-2485
7. *Radio One Broadcast School, La Cross, WI, Attn: Joe Deschler, 1-800-899-2221
8. *North Seattle Community College, 9600 college Way North, Seattle, WA 98103, 206-527-7656
9. *Bates/WorkSource, 1101 S. Yakima Ave., Suite M-213, Tacoma, WA 98405, 253-680-7240
10. Green River Community College, Auburn, WA, Attn: Career Services, 253-899-9111
11. Employee Referrals, Station Job postings, Business Manager, 206-269-6228
12. On-Air Radio Ads, KGNW, KKMO and KKOL
13. Salem Communications Corporate Web-Site, www.salem.cc
14. Station Web-Site Job Opportunities, www.kgnw.com, www.radiosol1360.com, www.kkol.com
15. Christianjobs.com, www.christianjobs.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>	<u>Recruitment Source</u>
Receptionist	KGNW web site
General Sales Manager	Referral-Fisher
KKOL Program Director	Promotion
KKOL Program Director	Referral
Acct Managers-KGNW	KGNW Radio Ad
Acct Managers-KGNW	KGNW Radio Ad
Acct Managers-KGNW	KGNW Radio Ad
Acct Managers-KGNW	KGNW Radio Ad
Acct Managers-KGNW	Unsolicited Resume
Acct Managers-KKMO	KKMO Radio Ad
Acct Managers-KKMO	KKMO Radio Ad
Acct Managers-KKMO	Univision/Referral
Acct Managers-KKMO	Latin Career Fair
Board Operator	referral
Board Operator	referral
Board Operator	re-hire
Board Operator	Salem Web Site
Board Operator	Salem Web Site
Board Operator	KGNW Web Site

- C. **Continued...**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:

Board Operator	Salem Web Site
Board Operator	Salem Web Site
Board Operator	Salem Web Site
Board Operator	employee referral
Board Operator	KGNW Web Site
Temp Traffic Manager	KGNW

- D. During the previous 12 months, there were a total of 51 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>
Radio Advertisement	11
Salem Corp. Website	10
Station Web Site	12
North Seattle Comm. College Job Fair	1
Employee Referral	7
Internal Job Posting	2
Unsolicited Resume	1
NAB	1
Fisher Communications Referral	2
Latin Career Fair	3
Univision Open House	1

- E. 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:

KGNW 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

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

[PSRBA \(Puget Sound Radio Broadcasters\) Job Fair](#) at N. Seattle Comm. College, Seattle, WA on May 15, 2007

[Diversity Job Fair](#) at Bates Technical College on May 22, 2007

[University of Washington Summer Job Fair](#) on June 25, 2007

All three 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 April 12, 2007. 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 1, 2007. 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 July 13, 2007. 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.

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: Joseph Heslet

Title: General Manager

Date: 10/01/07

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