

EEO PUBLIC FILE REPORT

For the reporting period of 08/01/08 through 07/31/09

Prepared by: Richard Trejo, GM

Licensee: New Inspiration Broadcasting Company, Inc.

Station Call Letters: KDAR-FM

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>
KDAR	3077	FM	Oxnard, CA	N/A

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>
	Station vacancy for one full time job not filled	1/30/09	Not filled yet

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>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>
So. Ca. Broadcasters Assn. – Job Bank	5670 Wilshire Blvd. Los Angeles, CA	La Fern Watkins	(323) 904-4105
ChristianJobs.com	9401 Courthouse Road, Suite 300 Chesterfield, VA. 23832	Angela Bainter	(804) 414-1337
Local Church Mailing List	500 Esplandade Dr. Suite 1500, Oxnard, CA 93036	R.Trejo K Pummill-Talon	(805) 485-8881
Salem Communications Corp. Web Site	4880 Santa Rosa Rd Camarillo, CA 93012	Audrey Pillow	(805) 987-0400

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

No one was hired for the one full time position vacant in the reporting period. The following recruiting sources were utilized in an attempt to fill the position: So California Broadcasters-Job Bank; ChristianJobs.com; Local Church Mailing List; Moorpark College, Job Fair; NE San Fernando Valley Job Fair. The position remains vacant as of 7/31/09.

- D. During the reporting period, there were a total of 15 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>
KDAR Radio Announcement	9
Internet	2
So. Ca. Broadcasters Assn. Job Bank	1
Employee Referral	2
Moorpark College Job Fair	1

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

1. **Job Fairs**

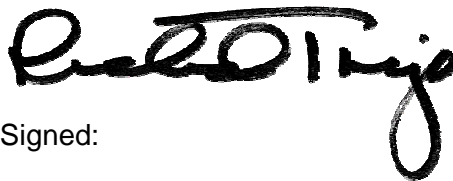
NE San Fernando Valley Workforce Services Office 9/17/08
Moorpark College Job Fair – April 21, 2009

2. **Management Training**

The Salem Director of Human Resources conducts monthly HR Network Training session via teleconference and PowerPoint presentation. The SEUs Business Manager participates and is joined occasionally by the SEUs Gen Mgr. 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.

3. **Job Bank Postings**—Southern California Broadcaster's Association Job Bank
All Full-Time Positions

Name of Respondent: Richard Trejo, KDAR FM



Signed:

Typed Name: Richard Trejo

Title: General Manager

Date: 7/31/09

Telephone No. (805) 485-8881 x.101