

EEO PUBLIC FILE REPORT

For the reporting period of 10/01/08 through 09/30/09

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

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Inspiration Media, Inc	KG NW (AM)	Burien, WA	28819	N/A
Inspiration Media, Inc	KKMO (AM)	Tacoma, WA	33301	N/A
Inspiration Media, Inc	KKOL (AM)	Seattle, WA	20355	N/A
Inspiration Media, Inc	KLFE (AM)	Seattle, WA	12031	N/A
Inspiration Media, Inc	KNTS (AM)	Seattle, WA	87153	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:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	KG NW/KKOL Account Manager	Radio Advertisement	10/01/08	1-6, 9, 12-16
2	KG NW/KKOL Account Manager	Radio Advertisement	10/01/08	1-6, 9, 12-16
3	KG NW/KKOL Account Manager	Radio Advertisement	02/02/09	1-6, 9, 12-16
4	KG NW/KKOL Account Manager	Radio Advertisement	08/24/09	1-6, 9, 12-16
5	KKOL/KG NW Account Manager	Radio Advertisement	12/01/08	1-6, 9, 12-16
6	KKMO/KNTS Account Manager	Radio Advertisement	10/01/08	1-6, 9, 12-16
7	KKMO/KNTS Account Manager	Unsolicited Resume	11/17/08	1-6, 9, 12-16
8	KKMO/KNTS Account Manager	Referral	02/16/09	1-6, 9, 12-16
9	KNTS/KKMO Account Manager	Radio Advertisement	03/09/09	1-6, 9, 12-16
10	Local Sales Manager	Inside Radio	10/6/08	1-6, 8-9, 12-16
11	KKMO On air/Community Show Host	Radio AI Air	10/20/08	7
12	KKMO On air Host	Referral	11/5/08	7
13	Receptionist	Referral	10/27/08	1-6, 9, 12-16
14	Receptionist	Internal Posting/promoted within	7/19/09	17
15	Traffic Manager	Referral	11/10/08	1-6, 9, 12-16
16	Traffic Coordinator	Unsolicited Resume	5/4/09	1-6, 9, 12-16
17	Sales Assistant	KKMO Website	11/10/08	1-6, 9, 12-16
18	Office Assistant	Highline C.C /Worksource job bank	5/29/09	1-6, 9, 12-16
19	KG NW Promo/Marketing Dir	Salem Web Site	7/6/09	1-6, 9, 12-1

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 73 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	Washington State Association of Broadcasters (WSAB) Job Bank		Sandi Maki, wsabjobbank@earthlink.net www.wsab.com	2
2	Puget Sound Radio Broadcasters (PSRBA) Job Bank		Laura Rieder laura@psrba.org www.psrba.com	2
3	North Seattle Community College Job Bank		9600 College Way North, Seattle, WA 98103 206-527-7656 http://www.northseattle.edu/services/career/students.htm	0
4	Green River Community College/Worksource Job Bank		12401 SE 320 th Street, Auburn, WA 98092 253-833-9111, Karen Brasch https://www.myconsortium.com/demo/student/home.aspx	2
5	University of Washington Job Bank		1410 NE Campus Parkway, Seattle, WA 98105 206-543-9107, Emma O’Neil https://washington-csm.symlicity.com/students/	2
6	Christianjobs.com		Lisa Fife lisa@staff.salemwebnetwork.com www.christianjobs.com	1
7	Radio Al Air		www.radioalair.com	2
8	Inside Radio		www.insideradio.com	7
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
9	Radio Advertisement-KGNW, KKMO, KKOL, KLFE, KNTS			20
10	Referral			12
11	Unsolicited Resume			2
12	KGNW radio website www.kgnw.com			2
13	KLFE radio website www.1590klfe.com			0
14	KKMO radio website www.1360elrey.com			2

15	KKOL radio website www.1300kol.com	0
16	Salem Corporate Web Site www.salem.cc	10
17	Internal Posting	4
18	WorkSource-Highline Community College	2
19	Craigslist	1
	Total Number of Interviewees:	73

III. OUTREACH INITIATIVES

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

A. 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 women 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:

1. Washington State Association of Broadcasters (WSAB) Job Bank, www.wsab.com
2. Puget Sound Radio Broadcasters (PSRBA) Job Bank www.psrba.com
3. North Seattle Community College Job Bank www.northseattle.edu/services/career/students.htm
4. Green River Community College Job Bank <https://www.myconsortium.com/demo/student/home.aspx>
5. University of Washington Job Bank <https://washington-csm.symplicity.com/students/>
6. Radio Al Aire www.radioal aire.com

B. Job Fairs: The employment unit was represented at 2 job fairs during the reporting period:

1. On April 15, 2009, the SEU participated in the Green River Community College Spring Job Fair at 12401 SE 320th Street, Auburn, WA 98092.
2. On September 30, 2009, the SEU participated in the National Career Fair, Red Lion Inn, 11211 Main Street, Bellevue, WA 98004.

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. The SEU participates in an on-line program entitled “Employment Law Training” (E.L.T), which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. Training modules include “Lawful Hiring”, “Equal Employment”, “Workplace Harassment”, and “Lawful Terminations”. During this reporting period, seven (7) SEU employees participated in the ELT program.