

## EEO PUBLIC FILE REPORT

**For the period 8/1/08 through 7/31/09**

Prepared by:

Terry Fahy, General Manager & Vice President

New Inspiration Broadcasting, Inc.:

**KKLA-FM, KRLA(AM), KFSH-FM, KXMX(AM)**

(Licensee / Permittee)

**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>
KKLA-FM	48453	FM	Los Angeles, CA	N/A
KRLA	61267	AM	Glendale, CA	N/A
KXMX	2194	AM	Anaheim, CA	N/A
KFSH-FM	2195	FM	Anaheim, CA	N/A

**A. The following is a list of all vacancies for full-time jobs during the reporting period:**

	<b>Job Title</b>	<b>Date Open</b>	<b>Date Filled</b>
1	Web Developer- Salem LA Cluster	8/6/2008	9/8/2008
2	Account Executive- KRLA	4/15/2008	10/20/2008
3	Frank Pastore Show Assistant- KKLA	10/1/2008	10/27/2008
4	General Sales Manager - KFSH	8/19/2008	11/3/2008
5	Receptionist- Salem LA Cluster	10/21/2008	12/1/2008
6	Account Executive – KRLA	4/15/2008	12/8/2008
7	Account Executive – KKLA	6/5/2008	1/5/2009
8	Receptionist- Salem LA Cluster	1/5/2009	2/2/2009
9	Account Executive- KFSH	1/22/2009	2/9/2009
10	Account Executive - KFSH	2/23/2009	3/6/2009
11	Account Executive - KFSH	2/23/2009	4/21/2009
12	Account Executive - KRLA	3/3/2009	6/15/2009
13	Account Executive – KFSH	6/16/2009	7/15/2009

**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:**

<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>
Southern California Broadcasters Association (SCBA)	5670 Wilshire Blvd. #1370 Los Angeles, CA 90036	LaFern Watkins	323-938-3100
Mexican American Opportunities Foundation - Job Developer	972 S. Goodrich Commerce, CA 90022	Sarah Garcia	Direct Mailing through SCBA P: 323-278-3606 F: 323-838-9261
NAACP - Los Angeles Chapter – Job Board	3910 Martin Luther King #202 Los Angeles, CA 90007	Geraldine Washington	P: 323-296-2630 F: 323-294-9435 naacpla@sbcglobal.net
EDD Job Service	932 Broadway Santa Monica, CA 90401	JB. Williams	P: 310-576-6431 F: 310-395-4819
Christian Jobs.com	Christian Jobs Online, Inc. 9401 Courthouse Road, Suite 300 Chesterfield, Virginia 23832	Audrey Pillow	805-987-0400 Ext. 1036
Craigslist.org	PO Box 225159 San Francisco, CA 94122-5159		415-566-6394
Orange County Register (newspaper)	625 N. Grand Avenue Santa Ana, CA 92701	Patsy Pauels Maria Budke	714-796-7000 X1411# 714-796-7000 X1409
Radio & Records, Inc. (website)	2049 Century Park East 41 <sup>st</sup> Floor Los Angeles, CA 90067	Karen Mumaw	310-788-1621

**C. The following is a list of the recruitment sources which provided the person hired for each full-time position filled during the reporting period:**

	<b>Job Title</b>	<b>Recruitment Source</b>
1	Web Developer- Salem LA Cluster	Referral
2	Account Executive- KRLA	Radio Ad: KRLA
3	Frank Pastore Show Assistant- KKLA	SCBA
4	General Sales Manager - KFSH	Referral
5	Receptionist- Salem LA Cluster	Internet: KKLA
6	Account Executive – KRLA	SCBA/ Radio Ad: KRLA
7	Account Executive – KKLA	Referral
8	Receptionist- Salem LA Cluster	Referral
9	Account Executive- KFSH	Radio Ad: KFSH
19	Account Executive - KFSH	Referral
11	Account Executive - KFSH	Referral
12	Account Executive - KRLA	Radio Ad: KRLA
13	Account Executive – KFSH	Referral

- D. During the reporting period, a total of **89** people were 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:

Recruitment Source	Total No. of Interviewees
RADIO AD	50
S.C.B.A.	9
CONTACTED HUMAN RESOURCES	2
REFERRAL	13
RECRUITMENT SOURCE NOT IDENTIFIED	5
ONLINE SOURCE – Craigslist.org	2
INTERNAL SEU POSTING	1
ONLINE SOURCE – jobs.salemla.com	6
UNSPECIFIED INTERNET SOURCE	1
<b>TOTAL</b>	<b>89</b>

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

**Job Fairs:** This objective was to participate in local community activities, reaching those within the community who were seeking employment. The SEU Office Manager attended the following job fairs:

- Veteran’s Job and Resource Fair, Woodland Hills, CA- September 17<sup>th</sup>, 2008
- Mt. San Antonio College, Walnut, CA- May 6<sup>th</sup>, 2009
- LA Hires, Woodland Hills, CA- July 8<sup>th</sup>, 2009
- LA Hires, Los Angeles, CA- July 14<sup>th</sup>, 2009

**Participation in Programs Sponsored by Educational Institutions:**

- On February 27<sup>th</sup>, 2009, the Community Affairs Director attended the Television and Radio Department Advisory Board at Pasadena City College. At this event, he counseled on the direction of the College’s program and the direction of the radio industry and technology. He also participated in job recruitment efforts by informing the students about available job openings and accepting applications from interested candidates.
- On July 17<sup>th</sup>, 2009, the KRLA General Sales Manager met with a group from Azusa Pacific University’s School of Business and Management to speak about his business experience in the radio industry and review employment opportunities in broadcasting.

**Community Events to Provide Information about Employment Opportunities:**

The Technical Facilities Manager provides station tours and question/answer sessions with various high school, Eagle scout, college, and community groups.

- August 7<sup>th</sup>, 2008 - students from Glendale Community College, Intro to Mass Communications class
- June 3<sup>rd</sup>, 2009 - students from US Grant High School, Van Nuys
- Additionally, on October 21<sup>st</sup>, 2008 - Students from Cleveland High School in West Hills, Birmingham High School in Van Nuys, and Verdugo Hills High School in Tujunga visited the studios to train to use audio equipment and learn about microphone technique.

**Management Training Program:**

- 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 Office 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.
- During this reporting period, **2** 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 "Lawful Hiring", "Equal Employment", "Workplace Harassment" and "Lawful Terminations". 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.

Name of Respondent:

**New Inspiration Broadcasting, Inc.  
KKLA-FM, KRLA(AM), KFSH-FM, KXMX(AM)**

Signed: \_\_\_\_\_

Typed Name: Terry Fahy

Title: General Manager and Vice President

Date: July 31, 2009

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