

EEO PUBLIC FILE REPORT

For the reporting period of 4/1/08 through 3/31/09

Prepared by: Kelly Trentham, Executive Assistant

Licensees: Inspiration Media of Texas, LLC
KLTY(FM) and KWRD-FM

Bison Media, Inc.
KSKY(AM)

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>
KLTY	2809	FM	Arlington, TX	N/A
KWRD-FM	6560	FM	Highland Village, TX	N/A
KSKY	6591	AM	Balch Springs, TX	N/A

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

	Career Title	Date Open	Date Filled
	Director of Sales	10/22/08	1/5/09
	KSKY Account Executive	4/22/08	9/8/08
	KSKY Account Executive	4/22/08	1/26/09
	KSKY Board Operator	4/23/08	5/7/08
	KSKY Account Executive	4/22/08	3/30/09

B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time careers opened. Those with an asterisk (*) were organizations that requested to be contacted as career openings occurred:

Recruitment Source	Address	Contact Person	Telephone Number
	see mailing list attached		
American Women in Radio	Careerline		703-506-3290 info@awrt.org
The Gazette	Rosie Roberts	P.O. Box 940226 Plano, TX 75094	972-509-9149
University of North Texas- Department of Radio, Television and Film*	Dr. Alan B. Albarran	P.O. Box 310589 Denton, TX 76203- 0589	800-735-2989
Dallas Asian Chamber	Elizabeth Adiwilaga	11171 Harry Hines Boulevard, #115 Dallas, TX 72552	972-241-8250

UT Arlington	Career Center	701 S. Nedderman Drive Arlington, TX 76019	817-272-2011
TCU University	Patricia Bergmaier	2800 S. University Drive Ft. Worth, TX 76109	817-257-7000

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

Career Title	Recruitment Source
Director of Sales-Salem Dallas Cluster	Word of mouth
KSKY Account Executive	KSKY Website
KSKY Account Executive	Radio Ad
KSKY Board Operator	Unsolicited Resume
KSKY Account Executive	Call in

D. During the reporting period, there were a total of 13 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:

Recruitment Source	Total No. of Interviewees
www.klty.com	1
Word of Mouth-KLTY	1
salem.cc	2
Other-	3
Employee Referral	2
Radio Ad	3
Unsolicited Resumes	1
TOTAL	13

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

1. Internship Program: The station employment unit has an Active Intern program to acquire skills in programming needed for broadcast employment. The station employment unit participated in the internship programs with each of the following institutions:
 - (a) Connecticut School of Broadcasting in June/July/Sept/Oct 2008 ()
 - (b) Tarrant County Community College in February 2009 ()
 - (c) Dallas Theological Seminary in March 2009 ()

2. Internet Job Bank to Media Trade Groups: The station employment unit utilized the American Women in Radio and Television internet job bank to post its open Account Executive positions.

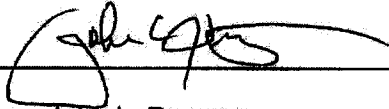
3. Career Fair Attendance:

- a. The station employment unit attended the **Carrollton/Farmers Branch ISD Career Fair** on May 15, 2008, collecting resumes for the stations' Annual Celebrate Freedom Internship and discussing the broadcasting field with many students of all ages.
- b. The station employment unit attended the **Carrollton/Farmers Branch ISD Career Fair** on December 11, 2008, collecting resumes for the stations' Annual Celebrate Freedom Internship and discussing the broadcasting field with many students of all ages.

4. Management Training: The Salem Director of Human Resources conducts monthly HR Network Training session via teleconference and Powerpoint presentation. During this reporting period, the office manager of the station(s) participated in an EEO Compliance presentation. Additionally, the office 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

Name of Respondents:
Inspiration Media of Texas, LLC / Bison Media, Inc.
KLTY(FM) / KWRD-FM / KSKY(AM)

Signed: _____



Typed Name: John L. Peroyea

Title: Vice President of Operations/General Manager

Date: 3/31/2009

Telephone No. 214-561-2142