

## **EEO PUBLIC FILE REPORT**

For the reporting period of 12/01/2018 through 11/30/2019

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

<b>Licensee / Permittee Name</b>	<b>Call Sign and Type</b>	<b>Community of License (City, State)</b>	<b>FCC Facility ID Number</b>	<b>LMA</b>
Salem Media of Colorado, Inc.	KNUS(AM)	Denver, CO	42377	n/a
Salem Media of Colorado, Inc.	KRKS-FM	Lafayette, CO	58631	n/a
Salem Media of Colorado, Inc.	KRKS(AM)	Denver, CO	58632	n/a
Salem Media of Colorado, Inc.	KBJD(AM)	Denver, CO	87151	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:**

<b>Job No.</b>	<b>Job Vacancy Title</b>	<b>Recruitment Source that Referred Hired Person</b>	<b>Date Filled</b>	<b>RS's Contacted to Fill Vacancy</b>
1	Chief Engineer	Linked In	4/4/2019	1-19
2	Media Strategist	Radio Ad	5/13/2019	1-19
3	Producer	Current Employee	07/15/2019	1-19
4	Producer	Current Employee	09/02/2019	1-19
5	Media Strategist	Employee Referral	10/23/2019	1-19

### **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 people 16 interviewed for full-time positions.**

<b>RS No.</b>	<b>Recruitment Source</b>	<b>(*)</b>	<b>Address, Telephone and Contact Person of RS</b>	<b>Number of Interviewees Referred by RS</b>
<b>* Denotes those organizations that requested notification of vacancy information</b>				
1	American Indian College Fund		Jenn McCraw-Media Director 191 University Blvd Suite 812 Denver, CO 80206 jmccraw@salvagethegood.com	
2	Bowie State University		Career Services 301-466-7110 14000 Jericho Park Rd Bowie, MD 20715	
3	Broadcasting Institute of	*	Career Services 410-254-2770 7200 Hartford Rd	

	Maryland		Baltimore, MD 21234 nb@bim.org	
4	College of Notre Dame of Maryland		Career Services 410-532-5387 4701 N Charles St. Baltimore, MD 21210404 S Upham St Lakewood, CO 80226 careercenter@ndm.edu	
5	Colorado Broadcasters Association		333 W Hampden Ave Ste 400 Englewood, CO 80110 www.coloradobroadcasters.org	
6	Colorado Job Bank		303-340-1212 11059 E. Bethany Dr, Ste 201 Aurora, CO 80014 www.connectingcolorado.org	
7	Colorado Media School		Placement Services 404 S Upham St Lakewood, CO 80226	
8	Denver Indian Center	*	Eileen Masquat 4407 Morrison Rd Denver, CO 80219 Eileen@denverindiancenter.org	
9	Front Range Community College		Career Services <a href="http://www.frontrange.edu">www.frontrange.edu</a> 3645 W 112 <sup>th</sup> Ave Westminster, CO 80031	
10	JoinHandshake.com		<a href="http://www.joinhandshake.com">www.joinhandshake.com</a> (posts jobs to numerous local colleges and universities)	
11	Hispanic Chamber of Commerce		303-534-8377 924 W. Colfax Denver, CO 80284	
12	National Alliance of State Broadcasters Associations		2333 Wisconsin St, NE Albuquerque, NM 87110 505-881-4444 www.careerpage.org	
13	Rocky Mountain Bible Institute		Career Services 12189 W 64 <sup>th</sup> Ave Arvada, CO 80002	
14	State of Colorado Department of Labor and Employment (aka Colorado Job Bank)		Cindi Humbert 303-340-1212 11059 E. Bethany Dr, Ste 201 Aurora, CO 80014	
15	University of Colorado Denver		Career Services 303-566-2400 2199 S. University Blvd Denver, CO 80416	
16	Valor Christian High School		3775 Grace Boulevard Highlands Ranch, CO 80126 <a href="mailto:Ty.heckelmann@valorchristian.com">Ty.heckelmann@valorchristian.com</a>	

17	Webster University of Denver	Career Services 9250 W. Costilla Ave, Ste 310 Aurora, CO 80112 mreed@webster.edu	
18	Chrisitanjobs.com	Chrisitanjobs.com	
19	Salem Media Group, Inc. Includes Facebook, Twitter and Linked In	salemmedia.com contact: Karen Davenport 4880 Santa Rosa Rd Camarillo CA 93012	2

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
20	KNUS(AM), KRKS-FM, KRKS(AM), KBJD(AM) websites. Radio Ad	1
21	Indeed.com	4
22	Referral	5
23	Current Employee	2
24	Unsolicited	2
Total Number of Interviewees		16

### III. OUTREACH INITIATIVES

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

#### A. 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 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 employees apprised of the company and SEU's policy on equal employment.

#### B. Job Banks and Internet Programs:

The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage minorities and women to consider future employment. Available positions were posted on web sites and sent to various organizations to ensure broad and inclusive outreach. In the reporting period, the following sites have been used:

Colorado Broadcasters Association  
Colorado Job Bank

National Alliance of State Broadcasters Association (Note: When posted job notification is also sent automatically to the Colorado Broadcasters Association).

**C. Participate in Job Fairs:**

The SEU participated in two job fairs with Colorado Broadcasters Association Virtual Job Fairs, the weeks of August 19, 2019 and November 4, 2109. Job opportunities were discussed and resumes were collected.