

EEO PUBLIC FILE REPORT

For the reporting period of 12/01/2024 through 11/30/2025

The SEU has a total of 11 F/T Employees in Reporting Year 1 of 2.

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
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:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Chief Engineer	Employee Referral	12/18/2024	1-20
2	Media Strategist	Linked In	05/20/2025	1-12, 13-20

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There was a total of people 12 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	Colorado Broadcasters Association		333 W Hampden Ave Ste 400 Englewood, CO 80110 www.coloradobroadcasters.org	0
2	Colorado Job Bank		303-340-1212 11059 E. Bethany Dr, Ste 201 Aurora, CO 80014 www.connectingcolorado.org	0
3	Colorado Media School		Placement Services 404 S Upham St Lakewood, CO 80226	0

6	Denver Hispanic Chamber of Commerce, Inc.		303-534-8377 924 W Colfax Ave Denver, CO 80204	0
4	Denver Indian Center	*	Eileen Masquat 4407 Morrison Rd Denver, CO 80219 Eileen@denverindiancenter.org	0
5	Front Range Community College		Career Services www.frontrange.edu 3645 W 112 th Ave Westminster, CO 80031	0
6	Hispanic Chamber of Commerce		444 N Sherman St Denver, CO 80203	0
7	JoinHandshake.com		www.joinhandshake.com (posts jobs to numerous local colleges and universities)	0
8	Mi Casa Resource Center for Women		3025 W 37 Ave Denver, CO 80219	0
9	National Alliance of State Broadcasters Associations		2333 Wisconsin St, NE Albuquerque, NM 87110 505-881-4444 www.careerpage.org	0
10	National Association of Hispanic Journalists		Gina Ebhardt 9510 Technology Dr Manassas, VA 20110	0
11	Pikes Peak Community College		Career Services 5675 S. Academy Blvd. Colorado Springs, CO 80906	0
12	Rocky Mountain Bible Institute		Career Services 12189 W 64 th Ave Arvada, CO 80002	0
13	Society of Broadcast Engineers Inc.		9102 N Meridian St Ste 150 Indianapolis, IN 46260 317-846-9000 Sbe.org	0
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	0
15	Chrisitanjobs.com		Chrisitanjobs.com	0
16	GlassDoor		Glassdoor.com	0
17	Media Gig Now		Mediagignow.com	0
18	Salem Media Group, Inc. Includes Facebook, Twitter and Linked In		salemmedia.com contact: Karen Davenport 4880 Santa Rosa Rd Camarillo CA 93012	3
19	Indeed		indeed.com	5
20	Zip Recruiter		Ziprecruiter.com	1

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
21	App cast	1
22	Employee Referral	2
Total Number of Interviewees		12

III. **OUTREACH INITIATIVES**

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

A. **Management EEO Training:**

1. The Salem Vice President 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.
2. The SEU participates in an on-line Ethics and Harassment training which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. During this reporting period, one SEU employee participated in online training.

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 three job fairs with Colorado Broadcasters Association Virtual Job Fairs. Job opportunities were discussed, and resumes were collected.

- February 3-7, 2025
- April 14-18, 2025

D. **Training Program for Personnel to Acquire Skills to Qualify for Higher Level Positions:**

Two Board Operators working with other members of staff to learn various aspects of editing, production and imaging projects that once mastered will qualify them for higher positions locally and throughout Salem.