

EEO PUBLIC FILE REPORT

For the reporting period of 12 / 01 / 07 through 11 / 30 / 08

Prepared by: Rebecca Gibbs

Parent License Name: Salem Media of Colorado, Inc.
Station Call Letters: KRKS FM, KRKS AM, KNUS AM, KBJD 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>
KNUS	42377	AM	Denver, CO	
KRKS	58631	FM	Lafayette, CO	
KRKS	58632	AM	Denver, CO	
KBJD	87151	AM	Denver, CO	

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

	Job Title	Date Open	Date Filled
	Local Sales Manager KNUS	12/1/2007	2/1/2008
	Local Sales Manager KRKS	12/1/2007	2/1/2008
	Account Executive	6/20/2008	7/23/2008
	Traffic Manager	7/21/2008	8/18/2008
	Account Executive	9/24/2008	10/06/2008
	Account Executive	9/24/2008	10/13/2008
	Account Executive	9/25/2008	10/20/2008

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:

Recruitment Source	Address	Contact Person	Telephone Number
Media Recuriter.com	20456 E. Orchard Pl. Centennial, CO 80016	Sue Arno	303-400-5150
Denver Post	1560 Broadway Denver, CO 80202	Lisa Yoshida	303-954-1167
Rocky Mtn News	400 W. Colfax Denver, CO 80204	Lisa Yoshida	303-954-1167
Ohio Center for Broadcasting	1310 Wadsworth Blvd, Ste 100 Lakewood, CO 80214	Placement Services	303-937-7070
American Women in Radio	1595 Spring Hill Road Vienna, VA 22182		703-506-3290
Avalon Institute	3985 Wonderland Hill Ave Boulder, CO 80304	Charles Bebeau PHD	303-443-4363

Brooks Divinity Schools	1819 E. 14 th Ave Denver, CO 80220		
Colorado Job Bank	11059 E. Bethany Dr, Ste 201 Aurora, CO 80014		303-340-1212
Bison Media	7150 Campus Dr Ste 150 Colorado Springs, CO 80919	Kim Bratton	719-531-5438
Cambridge College	350 Blackhawk St. Aurora, CO 80011		
Colorado Technical College	5775 Denver Technical Center Blvd Greenwood Village, CO 80111		
Hispanic Chamber of Commerce	924 W. Colfax Denver, CO 80284		303-534-8377
Christianjobs.com	4880 Santa Rosa Rd Camarillo, CA 93012	Audrey Pillow	805-987-0400
Mesa State College	1100 North Ave Grand Junction, CO 81501	Career Services	
Columbia College	2530 S. Parker Rd Ste 300 Aurora, CO 80014	Career Services	
Denver Conservative Baptist Seminary	3401 S. University Blvd Englewood, CO 80110	Career Services	
Denver Technical College	925 S. Niagara Denver, CO 80224	Career Services	
Emporia State University	3285 Ingalls Wheat Ridge, CO 80033	Career Services	
Front Range Community College	3645 W 112 th Ave Westminster, CO 80031	Career Services	
Metropolitan State College of Denver	Speer Blvd Denver, CO 80217	Career Services	
Montseguire Institute	2296 Kalmia Ave Boulder, CO 80303	Career Services	
National American University	1325 S. Colorado Blvd Denver, CO 80222	Career Services	
Northwest Nazarene College	5356 W 115 PL Broomfield, CO 80020	Career Services	
Parks College	9065 Grant St Denver, CO 80237	Career Services	
Rocky Mountain Bible Institute	12189 W 64 th Ave Arvada, CO 80002	Career Services	
Tabor College	12472 W. Bellview Ave Littleton, CO 80123	Career Services	
University of Colorado at Boulder	1511 University Ave 478 UCB Boulder, CO 80309	Beth Gaeddert	
University of Phoenix	7800 E. Dorado Pl Denver, CO 80124	Career Services	
Vineyard University	1980 S. Quebec Denver, CO 80124	Career Services	
Webster	9250 W. Costilla Ave, Ste 310	Career	

University of Denver	Aurora, CO 80112	Services	
Rocky Mountain Bible Institute	12189 W. 64 th Ave Arvada, CO 80004	Dr. Russell W. Frase Jr.	303-403-2704
State of Colorado Department of Labor and Employment	11059 E. Bethany Dr, Ste 201 Aurora, CO 80014	Cindi Humbert	303-340-1212
University of Colorado Denver	2199 S. University Blvd Denver, CO 80416	Career Services	303-556-2400
University of Northern Colorado	Carter Hall Room 2002 UNC Greeley, CO 80639	Sue Stone	970-351-2818
Wyll Radio	PO BOX 56889 Chicago, IL 60656	Career Services	847-956-5030
Bowie State University	14000 Jericho Park Rd Bowie, MD 20715	Career Services	301-466-7110
Broadcasting Institute of Maryland	7200 Hartford Rd Baltimore, MD 21234	Career Services	410-254-2770
College of Notre Dame of MD	4701 N Charles St. Baltimore, MD 21210	Career Services	410-532-5387
Western State College	600 N. Adams Gunnison, CO 80204	JoDawn Newlon	303-893-5373
Yahoojobs.com	1560 Broadway Denver, CO 80202	Lisa Yoshida	303-954-1167
Hotjobs.com	1560 Broadway Denver, CO 80202	Lisa Yoshida	303-954-1167

C. The following is a list of recruitment sources which provided the hire for each position filled during the reporting period:

Job Title	Recruitment Source
Local Sales Manager KNUS	Internal Promotion
Local Sales Manager KRKS	Internal Promotion
Account Executive	Radio Advertisement
Traffic Manager	Employee Referral
Account Executive	Internet – Christianjobs.com
Account Executive	Employee Referral
Account Executive	Radio Advertisement

D. During the reporting period, there were a total of 48 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:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
Radio Advertisement	6
Unsolicited Resume	6
Client Referral	1
Employee Referral	3
Internet	15
Newspaper	10
Ohio Center for Broadcasting	2

University of Denver	1
Current Employees	4
Total	48

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

1. Management EEO training hours. Training for management personnel with ongoing training on line training courses titled "Employment Law Training (E.L.T.). Subjects in the courses included EEO, harassment and discrimination topics.

2. Mentoring Program. General Manger mentored General Sales Manager to train for future open general manager positions. General Sales Manager became general manager at another location.

3. Internship Program. Programming Department has established an internship program in the News and Sports Department. Equipping participants with the skills to communicate with workers in the broadcast field and possibly finding employment in that field. In the fall semester the News Department had three interns from the Ohio Center for Broadcasting. On recommendation from Fox Sports the Sports department received an intern for the fall semester.

4. Other Activities. Boy Scout Troop came in January 14th for a tour and question and answer on broadcast opportunities including hands on experience in production.

Name of Respondent:

Signed: Brian Taylor

Typed Name: Brian Taylor

Title: General Manager

Date: 11/30/2008

Telephone No. 303-750-5687