EEO PUBLIC FILE REPORT

For the reporting period of 4/1/2012 through 3/31/2013

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
Inspiration Media of Texas, LLC	KLTY(FM)	Arlington, TX	2809	NA
Inspiration Media of Texas, LLC	KWRD-FM	Highland Village, TX	6560	NA
Inspiration Media of Texas, LLC	KVCE(AM)	Highland Park, TX	28618	YES
Inspiration Media of Texas, LLC	KTNO-AM	University Park, TX	34562	NA
Bison Media Inc.	KSKY(AM)	Balch Springs, TX	6591	NA

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	Talk Show Host-KSKY	Employee-Referral	05/23/12	1-29
2	Show Producer-KSKY	Employee Referral	05/29/12	1-29
3	Promotions Director-Cluster	Employee Referral	05/07/12	1-30
4	Station Mgr-KTNO	Employee Referral	08/13/12	1-29
5	Credit Collections Clerk-Cluster	Internal Promotion	09/10/12	1-29
6	Sales Assistant-Cluster	Internal Promotion	09/17/12	1-29
7	Promotions Director Cluster	Internal Promotion	02/11/13	1-29
8	Account Executive-KSKY	Employee-Referral	2/25/13	1-29
9	Account Executive-KWRD	Educational Institution	2/25/13	1-29
10	Morning Show Producer-KLTY	Internal Promotion	3/11/13	1-29

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 _13_ people 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	Salem Communications		Marla Watanabe, 4880 Santa Rosa Rd, Camarillo, CA 93012 805-987-0400 Email: marla.watanabe@salem.cc	0
2	Texas Association of		Teresa McAnally,	0

	Broadcasters		502 E 11st st #200, Austin, TX 78701, 512-322-9944	
3	SFA		1936 North St, Nacogdoches, TX 75962	0
4	University of Dallas		1845 E NorthGate Dr, Irving, TX 75062	0
5	Work in Texas		Michael Parmelee, 2520 W Irving Blvd #100, Irving, TX 75061, 972-573-3523	0
6	Eastfield College		3737 Motley Mesquite, Texas 75150-2099	0
7	Fort Worth Downtown Workforce Center		301 W. 13th Street Box 591 Ft. Worth, TX 76101-0591	0
8	Texas A&M		209 Koldus, 1233 TAMU, College Station, TX 77843	0
9	Martin Luther King Workforce Center		2922 Martin Luther King Blvd., Dallas, TX 75215-6302 www.WorkInTexas.com	0
10	North Lake College		5001 N. MacArthur Blvd. Irving, Texas 75038-3899	0
11	Richland College		12800 Abrams Road Dallas, Texas 75243-2199	0
12	Dallas – Redbird Workforce Center		7222 S Westmoreland Rd, Dallas, TX 75237-2983	0
13	Garland Workforce Center		217 N 10th Street Garland, TX 75040-6135	0
14	Mesquite Workforce Center		2110 N Galloway Avenue, #116 Mesquite, TX 75150-5737	0
15	Richardson Workforce Center		1222 E. Arapaho Road, #336 Richardson, TX 75081-2451	0
16	Christian Jobs		Email: marla.watanabe@salem.cc	0
17	Mountain View College		4849 West Illinois Avenue Dallas, Texas 75211-6599	0
18	El Centro College		Main and Lamar Streets Dallas, Texas 75202-3604	0
19	University of Texas at Arlington		701 South Nedderman Drive Arlington, TX 76019 Attn: Career Center/Placement Office	0
20	Southern Methodist University		6425 Boaz Lane Dallas, TX 75205 Attn: Career Center/Placement Office	0
21	Dallas Baptist University		3000 Mountain Creek Parkway Dallas, TX 75211 Attn: Career Center/Placement Office	0
22	University of Texas Dallas		PO Box 830688 Richardson, TX 75083-0688 Attn: Career Center	0
23	Texas Christian University		P.O. Box 297300 Fort Worth, TX 76129	0
24	Dallas County Community College District Office		1601 S. Lamar St 3rd FL Dallas, TX 75215	0
25	Bill Priest Institute		1402 Corinth Street Dallas, Texas 75215	0
26	Brookhaven College		3939 Valley View Lane	0

			Farmers Branch, Texas 75244-4997	
27	Cedar Valley College		3030 North Dallas Avenue Lancaster, Texas 75134-3799	0
28	University of North Texas		Placement Coordinator Dept of Radio, Television & Film PO Box 310589 Denton, TX 76203-0589	0
29	Irving Workforce Commission		2520 West Irving Blvd #100 Irving, TX 75061	0
30	Radio-info		Taylor on Radio www.Radio-info.com/newsletter	0

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
31	KWRD website www.TheWordFM.com	0
32	KSKY website www.ksky.com	0
33	KLTY website www.klty.com	0
34	Self Referral	5
35	Employee Referral	7
36	Educational Institution	1
	Total Number of Interviewees	**13**

III. OUTREACH INITIATIVES

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

A. Internship Program:

Established and designed to assist members of the community to acquire skills needed for broadcast employment. The following students participated in station internships for school credit:

1. March-May 2012 – One Intern from Dallas Baptist University
2. March-May 2012 – One Intern from University of Texas Arlington
3. June-Aug 2012 – One Intern from Texas Christian University
4. Aug-Dec 2012 – One Intern from Texas Christian University
5. Jan-Feb 2013- One Intern from Seattle Pacific University
6. Jan-Feb 2013- One Intern from Dallas Baptist University

B. Event or program sponsored by educational institutions relating to broadcasting career opportunities:

During this reporting period the SEU reached out to local educational institutions and discussed the specifics of how the station operates and career opportunities in the broadcast industry. The following educational institutions participated:

1. On 5/21/12 the SEU's On-Air Talent visitied Mary Jo Sheppard Elementary in Mansfield.
2. On 5/24/2012 the SEU's On-air talent visited Carrollton Farmers Branch ISD.
3. On 05/25/2012 the SEU's On-Air Talent visited David K Sellers Elementary School in Arlington.

4. On 11/1/2012 the SEU's On-Air Talent visited the University of Texas in Arlington.

C. Management Training:

1. The Salem Manager of Human Resources conducts monthly HR Network Training session via teleconference and Powerpoint presentation. During this reporting period, the SEU's Office Manager of the station(s) participated in an EEO Compliance presentation. Additionally, the office manager routinely communicates with the SEU's General Manager and other management team members to keep all employees apprised of the company and station's policy on equal employment

2. The SEU participates in an on-line program entitled "Employment Law Training" (E.L.T.), which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. Training modules include two (2) hours of "Preventing Workplace Harassment" and a module covering all forms of anti-discrimination. During this reporting period, one SEU employees participated in the ELT program.

D. Job Fairs:

At these events, the SEU discussed the experience available at the college programs and the direction of the radio and broadcasting industry. The SEU informed the attendees of job opportunities available at Salem Dallas Stations. Applications were distributed and resumes were collected. SEU participated in the job fairs listed below during this reporting period:

1. University of North Texas Spring Diversity Career Expo on 4/05/2012
2. University of Texas at Arlington Job Fair on 09/21/2012
3. Dallas Baptist University Fall Job Fair on 10/25/2012
4. Texas Christian University Career & Intern Expo on 02/13/2013
5. Dallas Baptist University Spring Career Fair on 03/07/2013
6. Tarrant County College Spring Job Fair on 03/19/2013