

EEO PUBLIC FILE REPORT- MIAMI

For the reporting period of 10/01/2016 through 9/30/2017

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
Caron Broadcasting, Inc.	WKAT(AM)	North Miami, FL	27713	NO
Caron Broadcasting, Inc.	WHIM(AM)	Coral Gables, FL	74165	NO
Caron Broadcasting, Inc.	WZAB(AM)	Sweetwater, FL	21763	NO
Caron Broadcasting, Inc.	WOCN(AM)	Miami, FL	43034	NO

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	Operations Manager	In House Referral	2/13/2017	1-12
2	Account Executive	In House Referral	5/30/2017	1-12
3	Board Operator	In House Referral	2/6/2017	1-12
4	Board Operator	In House Referral	2/6/2017	1-12
5	Administrative Assistant	In House Referral	2/6/2017	1-12
6	Account Executive	In House Referral	3/1/2017	1-12
7	Director of Engineering	Indeed.com	3/6/2017	1-12

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 12 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	Broward Workforce One		7550 Davie Road Ext Hollywood FL 33024 (954)967-1010 Bruce Aramowitz	0
2	Career Builder		7601 Riviera Blvd Miramar, FL 33023 Wendy Harmon	0
3	Connecticut School Of Broadcasting		8600 NW 36 St, Suite 100 Miami, FL 33166 (305)592-7133 Jessica Becerra	0
4	Northside One Stop Center		7900 NW 27 Ave, Suite 200 Miami, FL 33147 (305)693-2060 Kevin Taylor	0
5	Florida Atlantic University		777 Glades Road, Rm 222 Boca Raton, FL 33431 (561)297-3000 James Watson	0

6	Florida State University	Career Center University Center 4 th Level Tallahassee, FL 32306	0
7	Miami Dade College	627 SW 27 Ave, Rm 1112 Miami, FL 33135 305-237-3000 Jorge Hernandez	0
8	University Of Florida	3104 Weimer Hall PO Box 118405 Gainesville, FL 32611 Renee Gork	0
9	University Of Miami	PO Box 249127 Coral Gables, FL 33124 305-284-2211 Luis Herrera	0
10	Christianjobs.com	Karen.Davenport@salemmedia.com	0
11	Craig's List	www.miami.craigslist.org	0
12	Salem Media Group, Inc.	Karen.Davenport@salemmedia.com	0
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
13	Internal Posting/ In House Referral		12
Total Number of Interviewees			12

III. OUTREACH INITIATIVES

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

A. Management 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 Business 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 program 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 this training.

B. Scholarship Program Participation

1. The SEU participates in the Connecticut School of Broadcasting (CSB) ongoing annual scholarship program designed for students interested in pursuing a career in broadcasting. Specifically, one of the SEU's Account Executives serves on the CSB scholarship selection committee which includes reviewing the scholarship applications. The SEU promotes the CSB's scholarship program by

broadcasting on air. Additionally, the SEU promotes the CSB scholarship program with on air advertisements.

C. Training Program to Qualify for Higher Level Positions

1. The SEU has established a training program designed to enable station personnel to acquire skills that could qualify them to advance their professional growth within the company. During this reporting period one employee was trained in the area of traffic and receivables to increase his knowledge and on the job skills. This individual is now eligible for a promotion based on the skill acquired.