

EEO PUBLIC FILE REPORT

For the reporting period of 06/01/15 through 05/31/16

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
Common Ground Broadcasting, Inc.	KPXQ(AM)	Glendale AZ	55912	No
Common Ground Broadcasting, Inc.	KKNT(AM)	Phoenix AZ	13508	No
Common Ground Broadcasting, Inc	KXXT(AM)	Tolleson AZ	54742	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	News Director	Employee Referral	07/20/15	5,8,9,11,12,13,15,16,17
2	Account Executive	Employee Referral	08/26/15	1,5,12,13,15

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 9 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	Arizona Women in Education and Employment		914 W Hatcher Phoenix AZ 85021 PH-602-371-1216 Fax-602-233-4338	-
2	Arizona State University		P.O. Box 871312, Tempe, AZ 85281 Contact: Employer Services (P) 480-965-2350 https://asu-csm.symplicity.com	-
3	Arizona Workforce Connections		Contact: Employment Security Admin. 1789 W. Jefferson Phoenix, AZ 85007 (P) 602- 542-3667 (F) 602-258-7288 www.azjobconnection.gov	-
4	Maricopa Community Colleges		http://maricopa.jobing.com 2411 W 14 th St. Tempe AZ 85281 (P) 480-731-8000	-

5	Arizona Broadcasters Association	www.azbroadcasters.org 426 N 44 th Street Phoenix Az 85008 (P) 602- 252-4833 Jennifer Latko	1
6	Craig's List	www.craigslist.com	-
7	All Access	www.allaccess.com *Bulletin board postings by people in the industry	-
8	AM/FM jobs	www.amfmjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Contact: Mark Holloway (P) 760-754-8177	-
9	TV and Radio Jobs.com	www.tvandradiojobs.com	-
10	National Alliance of State Broadcasters Association	www.careerpage.org	-
11	National Religious Broadcasters	www.nrb.org 9510 Technology Dr Manassas VA 20110 (P)703-330-7000 Judy Stephens	-
12	Salem Media Group, Inc.	4880 Santa Rosa Road, Camarillo, CA 93012 Attn: Karen Davenport Karen.davenport@salemmedia.com	2
13	ChristianJobs.com	Attn: Karen Davenport Karen.davenport@salemmedia.com 111 Virginia Street, Suite 500, Richmond, VA 23219	1
14	Arizona Christian University	2625 E Cactus Rd Scottsdale Az 85261 602-992-6101	-
15	Indeed.com	www.indeed.com	2
16	Walter Cronkite Broadcasting School	Mike Wong (F) 480-965-7041 Mike.wong@asu.edu	-
17	Traffic Directors Guild Of America	www.tdga.org	-
18	Grand Canyon University	3300 W Camelback Rd Phoenix AZ 85017 602-639-7393 Kati Miller www.careerservices@gcu.edu	-

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
19	KKNT / KPXQ Website	
20	Walk-in / Self Referral	
21	Employee Referral	3
22	KKNT/KPXQ On air advertising	
23	Social Media – Twitter, Facebook, LinkedIn – Salem Media Group	
Total Number of Interviewees		9

III. OUTREACH INITIATIVES

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

A. Participation in Job Fairs:

The SEU participated in the following job fairs listed below. During each job fair, the station employment unit handed out information on career opportunities in broadcasting, solicited applications and collected resumes.

(1) Arizona Broadcasters Career Fair – May 12, 2016 Mesa AZ:

The SEU's Business Manager and Traffic Coordinator attended.

(2) Arizona State University Summer Career Fair – May 24, 2016

Tempe AZ: The SEU's Business Manager attended

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 job seekers to consider future employment. Job openings have been posted on web sites to ensure broad internet recruitment. During this reporting period the following job banks and web sites were used.

(1) Arizona Broadcasters Association

(2) AM/FM Jobs.com

(3) Walter Cronkite Broadcasting School

(4) TV and Radio Jobs.com

(5) Traffic Directors Guild of America

C. Management Training:

(1) The Salem Director of Human Resources conducts monthly HR Network Training sessions via webinar and Power Point presentations, which includes review of EEO policies and compliance. The SEU's Business Manager participates in these training sessions each month 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 through Gallagher Bassett Risk Control Consulting Service, which is an ongoing program for managers to train them in methods of ensuring equal employment opportunity and preventing discrimination. Training modules include "Ethics in Action" and "Prevention of

Harassment and Discrimination". During this reporting period, one SEU employee participated in the On-line training program.

- (3) The SEU's Business Manager participated in a Staffing Network Webcast hosted by the Arizona Broadcasters Association to train on recruitment and where to publicize vacancies to attract a broader and new range of candidates.

D. Internship Program:

This program is designed to provide students with practical experience through participation so that they gain a fuller understanding of the broadcast industry and expand their skill sets. The Business Manager of the SEU works with the students to establish a schedule that will accomplish this. The program ran for 16 weeks with the student logging 135 hours, receiving a total of 3 academic credits.

- One student from Arizona Christian University started this program on January 25, 2016 and ending on May 13, 2016