

EEO PUBLIC FILE REPORT

For the reporting period of 06/01/16 through 05/31/17

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	Account Executive	Employee Referral	01/09/17	1 - 10

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 6 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	Maricopa Community Colleges		http://maricopa.jobing.edu 2411 W 14 th Street Tempe AZ 85281 (P)480-731-8000	
2	Arizona Broadcasters Association		www.azbroadcasters.org 426 N 44 th Street Phoenix Az 85008 (P) 602- 252-4833 Jennifer Latko	
3	AM/FM jobs		www.amfmjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Contact: Mark Holloway (P) 760-754-8177	
4	Arizona State University		www.asu.edu/career Contact: Employer Services	
5	National Religious Broadcasters		www.nrb.org 9510 Technology Dr Manassas VA 20110 (P)703-330-7000 Judy Stephens	

6	Salem Media Group, Inc. (includes Salem's Twitter, Facebook and LinkedIn)	4880 Santa Rosa Road, Camarillo, CA 93012 Attn: Karen Davenport Karen.davenport@salemmedia.com	2
7	ChristianJobs.com	Attn: Karen Davenport Karen.davenport@salemmedia.com 111 Virginia Street, Suite 500, Richmond, VA 23219	
8	Indeed.com	www.indeed.com	1
9	Walter Cronkite Broadcasting School	555 N Central Ave. #302 Phoenix AZ 85004 Mike Wong (F) 480-965-7041 Mike.wong@asu.edu	
10	Traffic Directors Guild Of America	www.tdga.org	
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
11	KKNT/KPXQ/KXXT On Air Advertising		1
12	Employee Referral		2
Total Number of Interviewees			6

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 11 2017 Mesa AZ:

The SEU **co-sponsored** the Arizona Broadcasters Career Fair held at the East Valley Institute of Technology. This event was promoted on air by our stations KKNT, KPXQ and KXXT. The SEU's Business Manager and Traffic Coordinator attended.

(2) Grand Canyon University Career/Internship Fair – March 2, 2017

Phoenix 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) Walter Cronkite Broadcasting School
- (3) 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's Business Manager participated in a Webinar hosted by the Arizona Broadcasters Association on August 17, 2016. The webcast titled "Navigating the FCC's EEO Rules and Public File Requirements" was presented by David Oxenford of Wilkinson Barker Knauer LLP. The Business Manager gave a review to management about the EEO rules and public file requirements.

D. Participate in Events/Programs sponsored by Educational Institutions Relating to Broadcast Careers

- (1) The SEU's Business Manager attended the NABEF-Cronkite School Media Sales Institute at Arizona State University on June 15, 2016 and June 16, 2016. 15 students completed a 10 day training program that prepares them for sales careers in broadcasting. The participating students prepared and presented mock sales presentations to broadcasters interested in hiring entry-level sales staff. Following the presentations the SEU's Business Manager was able to interview the students one-on-one.

E. 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 14 weeks with the student logging 135 hours, receiving a total of 3 academic credits.

- One student from Arizona Christian University participated in this program from August 22, 2016 through November 22, 2016.