

EEO PUBLIC FILE REPORT

For the reporting period of 8/1/15 through 7/31/16

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 |
|---------------------------|--------------------|------------------------------------|------------------------|-----|
| Caron Broadcasting, Inc. | KTIE (AM) | San Bernardino, CA | 58808 | N/A |

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 Sales Representative | Former Employee (Self) | 1/18/2016 | 2,3,4 |

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 2 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 | Salemla.com | | 701 N. Brand Blvd. Suite 550 Glendale, CA 91203 | 0 |
| 2 | Salem Media Group | | 4880 Santa Rosa Rd. Camarillo, CA 93013 Contact: Karen Davenport Karen.davenport@salem.cc | 0 |
| 3 | Craig's List | | www.losangeles.craigslist.org | 0 |
| 4 | Indeed.com | | www.indeed.com | 0 |

OTHER SOURCES OF INTERVIEWEES

| No. | Description of Other Sources | Number of Interviewees |
|-------------------------------------|------------------------------|------------------------|
| 5 | Self-Referral | 1 |
| 6 | Radio Spot Ads – AM590 KTIE | 1 |
| Total Number of Interviewees | | 2 |

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 Office 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.

B. Job Fairs:

1. **October 8, 2015 – Hosted a booth at the Abilities Job Fair at the War Memorial Building in South Pasadena CA.**
2. **November 11, 2015 – Hosted a booth at the Veteran's Day Job Fair at Forest Lawn, Hollywood Hills CA.**
3. **December 2, 2015 – Hosted a booth at the Inland Empire Job Fair College Fair and Veteran Fair at Bethany of Montclair Church in Montclair, CA.**
4. **April 21, 2016 – Hosted a booth at the San Gabriel Valley Job Fair at Christ First Baptist Church in Covina CA**