

EEO PUBLIC FILE REPORT

For the reporting period of 8/1/16 through 7/31/17

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
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
	During this reporting period, no full-time vacancies were filled.			0

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 0 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	Southern California Broadcasters Association (SCBA)		Ellen Dostal SCBA – Job Board 5670 Wilshire Blvd. #13270 Los Angeles, CA 90036-5679 www.scba.com	
2	Salem Media Group, Inc. (incl Salem’s Twitter, Facebook and LinkedIn)		4880 Santa Rosa Rd Camarillo, CA 93013 www.salemma.com Contact: Karen Davenport karen.davenport@salemma.com	
3	ChristianJobs.com		9401 Courthouse Road, Ste. 300 Chesterfield, VA 23832 clay.unger@salemma.com	
4	Adecco Staffing		Caitlin Bisaccio, Mgr. 520 N. Central Avenue - #600 Glendale, CA 91203 818-265-1163	
5	Jewish Vocational Services - WeHo		Attn: Chantal Graves or H.R. 625 N. San Vincente Blvd. West Hollywood, CA 90069	

6	Wilshire Metro Worksource Center		Attn: Rhonda Rose or H.R. 3550 Wilshire Blvd., Suite 500 Los Angeles, CA 90010-2407	
7	California Broadcasters Association (CBA)		915 "L" St. Ste., 1150 Sacramento, CA 95814 Joe Berry jberry@yourcba.com	
8	UCLA African American Studies		305 Portola Plaza c/o Job Board Los Angeles, CA 90095-0001	
9	Jewish Vocational Services of Marina Del Rey		Attn: Jacklyn Olive or H.R. 13160 Mindanao Way, Ste. 240 Marina Del Rey, CA 90292 gdavis@jvsla.org	
10	Asian American Economic Development Enterprises		Attn: Bernice Luu or H.R. 216 West Garvey Ste. E, Monterey Park, CA 91754	
11	Pasadena City College		Job Board or Student Career Center 1570 E. Colorado Blvd. Pasadena, CA 91107-2041	
12	Glendale Community College		San Rafael Building, 2 nd Floor 1500 N. Verdugo Rd. Glendale, CA 91208-2894	
13	Biola University		Attn: Office of Employer Relations 13800 Biola Avenue La Mirada, CA 90639-0002 Career.development@biola.edu	
14	Mt. San Antonio College		c/o Job Board or Student Career Services 1100 N. Grand Avenue Walnut, CA 91789-1341 ctc@mtsac.edu	
15	Azusa Pacific University		Attn: Job Board or Student Career Services Ctr. P.O. Box 7000 Azusa, CA 91702-7000 career@apu.edu	
16	Alliance for Women in Media		3940 Laurel Canyon Blvd. Studio City, CA 91604-3709 laura@awmsocal.org	
17	Community Career Center Development - Lennox		c/o Rhonda Rose, Job Board or H.R. 4359 Lennox Blvd. Inglewood, CA 90304-2306 rrose@communitycareer.org	
18	Work Source Center - Compton		2909 E. Pacific Commerce Dr. Compton, CA	
19	Verdugo Jobs Center of Glendale		1255 S. Central Avenue Glendale, CA 91204	
20	Mexican American Opportunity Foundation		972 S. Goodrich Blvd. Commerce, CA 90022 crufino@maof.org	
21	Inside Radio		Attn: Job Board P.O. Box 567925 Atlanta, CA 31156 ads@insideradio.com	
22	Los Angeles Valley College		5800 Fulton Avenue Valley Glen, CA 91401	
23	Women At Work		c/o Job Board PO Box 5537	

		Pasadena, CA 91117-0537	
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources		Number of Interviewees
Total Number of Interviewees			0

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 include 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 Banks and Internet Programs:

1. California Broadcasters Association
2. Southern California Broadcasting Association
3. National Religious Broadcasters

C. Job Fairs:

At each of these jobs fairs, the SEU distributed flyers with application instructions, accepted resumes, and discussed information pertaining to the job vacancies at the SEU with the attendees.

1. August 18, 2016 – Hosted a booth at the Asian American Economic Development Enterprise, Inc. Job Fair at the Almanson Court in Alhambra, CA.
2. September 15, 2016 – Hosted a booth at the Abilities Job Fair at the War Memorial Building in South Pasadena, CA.
3. September 22, 2016 – Hosted a booth at the North Valley Worksource Career Fair in Pacoima, CA.
4. October 26, 2016 – Hosted a booth at the Mt. San Antonio College Radio Fest 2016 at Mt. San Antonio College in Walnut, CA.

5. October 27, 2017 – Hosted a booth at the Glendale Community College Seasonal Hiring Spree Job Fair at Glendale Community College in Glendale, CA.
6. March 29, 2017 – Hosted a booth at Azusa Pacific University for the APU Career and Networking Day in Azusa, CA.
7. March 30, 2017 – Hosted a booth at Glendale Community College for their GCC Spring Job Fair in Glendale, CA
8. May 18, 2017 – Hosted a booth at Richard N. Slawson Southeast Occupational Center (SSOC) 2017 Career and Resource Fair in Bell, CA.

D. Other Outreach Activities:

In July 2017, the SEU hosted (7) students from Pasadena Community College. The students were given a tour of the SEU studios and then gathered in the large conference room for presentations from the studio key departments. The students were provided with information on Salem Media Group, Inc. and the various career opportunities available in the radio industry.