

EEO PUBLIC FILE REPORT

For the reporting period of 08/01/2010 through 07/31/2011

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
	Did not hire any full time employees for this period	N/A	N/A	N/A

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)		5670 Wilshire Blvd # 13270 Los Angeles, CA 90036 (310) 444-1431 Attn: La Fern Watkins	
2	Craigslist		Online: Craigsit.com	
3	Women at Work		Contact: Cindy Mikula (626) 796-6870 www.womenatwork.org cmikula@womenatwork1.org	
4	California State University San Bernardino- Career Center		550 University Parkway San Bernardino, CA 92407 Contact: Olivia Nanez Email: onanez@csusb.edu	
5	Asian American Economic Development Enterprises		216 West Garvey Suite E Monterey Park, CA 91754 (626)572-7021 Contact: Chang Email: bc_chang@yahoo.com	
6	Work source Center		3965 S. Vermont Avenue Los Angeles, CA 90037	

			(323)730-7900 Contact: Faavae Brown Email: bfaavae@selawsc.com www.selawsc.com	
7	Community Career Center		3550 Wilshire Blvd # 500 Los Angeles, CA 90010 Contact: Rhonda Rose (213)365-9829 ext: 250 rose@communitycareer.org www.communitycareer.org	
8	California State University Northridge- Career Center		18111 Nordhoff St. University Hall, Ste 105 Northridge, CA 91330 Email: career.center@csun.edu www.csun.edu	
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
9	Salemla.com			
10	Radio Ad			
Total Number of Interviewees				0

III. OUTREACH INITIATIVES

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

A. Job Fair

1. The Human Resources Manager and Promotions' Assistant/street team person attended "Woodland Hills Career Job Fair" on March 08, 2011. At this job fair, applications were distributed and resumes were collected. Various job openings at Salem Communications were discussed.
2. The Human Resources Manager and Promotions' Assistant/street team person attended "Glendale Community College Job Fair" on April 20, 2011. Various job openings were discussed and applications were distributed and resumes were collected.
3. The Human Resources Assistant and Promotions' Assistant/street team person attended "Mount San Antonio College Job Fair" on May 04, 2011. Various job openings were discussed and applications were distributed and resumes were collected.
4. The Human Resources Assistant and Promotions' Assistant/street team person attended "Los Angeles Pierce College Job Fair" on May 11, 2011. Various job openings were discussed and applications were distributed and resumes were collected.

B. Management Training Program:

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 apprised of the company and SEU's policy on equal employment.
2. During this reporting period, 3 employees from the SEU participated in an on-line program entitled "Employment Law Training" (E.L.T.) which is an ongoing training program for management personnel. Training modules include "Lawful Hiring", "Equal Employment", "Workplace Harassment" and "Lawful Terminations". These modules train entry level managers and above to provide them the skills needed to develop into better managers and allow them to grow into and prepare for new positions in the SEU.

C. Other Initiative:

3. On November 12, 2010 Station Tour – Japanese journalism students from Fullerton College toured the KTIE office to get an idea of career opportunities in broadcasting.