

EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2008 through September 30, 2009

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
Salem Media of Oregon, Inc.	KPDQ(AM)	Portland, Oregon	58628	
Salem Media of Oregon, Inc.	KPDQ-FM	Portland, Oregon	58629	
Salem Media of Oregon, Inc.	KRYP(FM)	Gladstone, Oregon	82062	
Caron Broadcasting, Inc.	KFIS-FM	Scappoose, Oregon	50553	
Salem Media of Oregon, Inc.	KTRO(AM)*	Vancouver, Washington	35033	X

- *KTRO-AM LMA programming began on February 1, 2007 and ended on January 5, 2009.

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	Board Operator KPDQ AM/FM	Employee Referral	10/14/08	7, 10, 13
2	Account Executive KRYP(FM)	Radio Station Website	1/22/09	6, 11
3	Account Executive KFIS-FM	Employee Referral	3/23/09	5,10,11,12,13
4	Account Executive KPDQ AM/FM	Walk-in	3/30/09	5,10,11,12,13
5	Program Director KRYP(FM)	Corp. Employee Referral	5/1/09	3,4,9
6	Account Executive KFIS-FM	Walk-in	5/11/09	5,10,11,12,13
7	Account Executive KPDQ AM/FM	Friend	7/21/09	5,10,11,13
8	Account Executive KPDQ AM/FM	Unsolicited Resume	9/14/09	1,2,5,6,8,10,12,13

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 67 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	ChristianJobs.com		christianjobs.com	1
2	Oregon Employment Division iMatchSkills Worksource Oregon		www.WorkinginOregon.org	1
3	Radio & Records Online Internet		www.allaccess.com	2
4	Santos Latin Media, Inc.		Jose Santos 7513 Dos Rios Way Bakersfield, CA 93309	2

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
5	Radio Ads – KPDQ-AM, KPDQ-FM, KFIS-FM, KRYP-FM	5
6	Web Sites – KPDQ-AM, KPDQ-FM, KFIS-FM KRYP-FM	2
7	Radio Portland – PDXradio.com – The Portland Radio Guide	2
8	Job/Career Fairs	1
9	Salem Communications Employee Referrals (Non Portland)	1
10	Employee Referrals (Portland)	20
11	Walk ins	8
12	Unsolicited Resumes	4
13	Other Referrals	18
Total Number of Interviewees		67

III. OUTREACH INITIATIVES

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

A. Internship Program The objective of this program is to provide students the opportunity to work with a major market media group. Through this experience the student is able to learn more about and participate in careers within the broadcasting industry. The employment unit provided unpaid internships for the current reporting period to eight students for a total of 548 hours. Students were from Clackamas High School, David Douglas High School, TREC Academy, Western Oregon University, Seattle Pacific University and Mt. Hood Community College.

B. 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 apprised of the company and SEU's policy on equal employment.
2. The SEU participates in an on-line program entitled "Employment Law Training" (E.L.T.), which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. Training modules include "Lawful Hiring", "Equal Employment", "Workplace Harassment" and "Lawful Terminations". During this reporting period, one SEU employee has started in the ELT training program.

C. Training for Higher Level Positions

1. The SEU participates in ongoing HIPAA Training. On August 17, 2009 the SEU's the Sales Assistant participated in and successfully completed the HIPAA Training course. The training of the sales assistant is part of an on-going effort to cross train current employees as well as prepare them for advancement within the company.

D. Participation in Job Fairs: The employment unit was represented at three job fairs during the reporting period:

- 1. University of Portland** hosted their Internship Fair on October 1, 2008 on their campus in Portland, Oregon. At this internship fair the employment unit presented a booth educating job seekers about our company. The employment unit provided job postings and employment/internship applications. Personnel from the SEU talked to students and graduates who were interested in the internships and other openings. The employment unit accepted completed applications and resumes and provided information where possible candidates could access company web-sites to learn more about us and where to send their resume and/or application.
- 2. Employment Guide.com Job Fair** was held on August 18, 2009 from 10:00am to 3:00pm at the Portland downtown Hilton Hotel. At this job fair the employment unit presented a booth educating job seekers about our company. The employment unit provided job postings and employment applications. Personnel from the SEU talked to all interested parties regarding all active openings and internships. The employment unit accepted completed applications and resumes and provided information where possible candidates could access company web-sites to learn more about us and where to send their resume and/or application.
- 3. Portland Career Fair** was held on September 29, 2009 from 11:00am to 2:00pm at the Red Lion Hotel on the river at Hayden Island in Portland Oregon. At this career fair the employment unit presented a booth educating job seekers about our company. The employment unit provided job postings and employment applications. Personnel from the SEU talked to all interested parties regarding all active openings and internships. The employment unit accepted completed applications and resumes and provided information where possible candidates could access company web-sites to learn more about us and where to send their resume and/or application.