

Pacific Empire Radio
EEO Public File Report

Date	Oct 1, 2013 – Sept 30, 2014
Call Letters	City of Licenses
KLBM AM	La Grande, OR
KBKR AM	Baker City, OR
KUBQ FM	La Grande, OR
KKBC FM	Baker City, OR
KRJT FM	Elgin, OR

Vacancy List

	Position Title	Recruitment Source for Hiree	Recruitment Sources used to fill Full-Time Vacancy (RS #'s)	Referral Source of Interviewees	
				Referral Source	Number Interviewed
A	General Manager	Internal Referral	RS #'s 1-9	Internal Referral - 1	1
B	Regional Sales Manager	Internal Referral	RS #'s 1-11	Internal Referral – 1 Oregon Employment Department – 1	2

The total number of persons interviewed for all full-time positions during the period covered by during the period covered by this Report was: 2.

Master Recruitment Source List (MRSL)

RS #	RS Information	Vacancy	Number Referred
1	Eastern Oregon University - 541-962-3972 One University Blvd La Grande, OR 97850	Yes	0

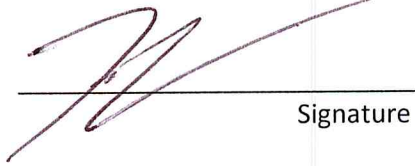
2	The Observer - 541-963-3161 1406 5 th La Grande, OR 97850	Yes	0
3	Oregon Assoc. of Broadcasters - 503-443-2299 9020 SW Washington Square Rd Suite 140 Portland, OR 97223	Yes	0
4	Oregon Employment Depart. - 541-963-7111 1901 Adams Ave Ste 5 La Grande, OR 97850	Yes	2
5	Internal Referral	Yes	1
6	Pacific Empire Radio – Walk-In	Yes	2
7	Station Website	Yes	0
8	Craigslist Website	Yes	0
9	All Access	Yes	0
10	Facebook	Yes	1
11	On Air Advertising – KLBM,KBKR,KUBQ,KKBC,KRJT	Yes	1

Training & Recruitment Initiatives

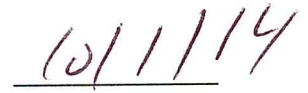
Initiatives	Date	Location	Description	Employees Involved
Training Programs	On-going	La Grande, OR	All employees participate in on-going training for their respective positions, and are always encouraged to apply for positions within the company for job advancement.	General Manager, Sales Executives, Programming Staff, Production Staff
Internship	On-going	La Grande, OR	Our internship program is offered to students, especially from Eastern Oregon University, to demonstrate the skills needed to function in a radio environment.	General Manager, Program Director
Mentoring Sales Executives and Programming Staff	On-going	La Grande, OR	Our management team always mentors Sales Executives and Programming staff whenever possible.	General Manager, Office Manager, Sales Executives, Programming Staff

Job Shadow	May 2014	La Grande, OR	Participated in La Grande Middle School's job shadow program. Students learned about operation of the radio station, wrote a report about what they learned, and answered questions for their teacher.	Program Director, Production Manager, Sales Executive
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This report was prepared by: Travis Fager, General Manager



Signature



Date