

KUMA-AM, KUMA-FM, KWHT-FM, KWVN-FM, KTEL-AM, KTIK-AM
EEO PUBLIC FILE REPORT
10/1/2016 – 9/30/2017

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Source (“RS”) Used to Fill Vacancy	RS Referring Hiree
Marketing Consultant	Express Personnel Services, Hermiston Chamber of Commerce, Hermiston Herald, Blue Mountain Community College, East Oregonian, Pendleton Chamber of Commerce, Confederated Umatilla Journal, Work Source Walla Walla, Walla Walla Community College, Whitman College, Walla Walla University, Union-Bulletin, Walla Walla Chamber of Commerce, Oregon Association of Broadcasters, Washington Association of Broadcasters, Internal Referral, CBG Website	Walla Walla Chamber of Commerce, Website, Internal Referral
Part Time Production	Express Personnel Services, Hermiston Chamber of Commerce, Hermiston Herald, Blue Mountain Community College, East Oregonian, Pendleton Chamber of Commerce, Pendleton School District, BMCC, Confederated Umatilla Journal, Work Source Walla Walla, Walla Walla Community College, Whitman College, Walla Walla University, Union-Bulletin, Walla Walla Chamber of Commerce, Oregon Association of Broadcasters, Washington Association of Broadcasters, Internal Referral, CBG Website	Walla Walla University
Part Time Board Operator	Express Personnel Services, Hermiston Chamber of Commerce, Hermiston Herald, Blue Mountain Community College, East Oregonian, Pendleton Chamber of Commerce, Confederated Umatilla Journal, Work Source Walla Walla, Walla Walla Community College, Whitman College, Walla Walla University, Union-Bulletin, Walla Walla Chamber of Commerce, Oregon Association of Broadcasters, Washington Association of Broadcasters, Internal Referral, CBG Website	Internal Referral

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Express Personnel Services 120 E Hurlburt Ave Hermiston, OR 97838 1-541-276-4070	No	0
2	Hermiston Chamber of Commerce 415 S Hwy 395 Hermiston, OR 97838 (541) 567-6151	No	0
3	Hermiston Herald 193 E Main St Hermiston, OR 97838 541-567-6457	No	0
4	Blue Mountain Community College 4211 NW Carden Ave Pendleton, OR 97801 1-541-276-1260	No	0
5	East Oregonian 211 SE Byers Ave Pendleton, OR 97801 1-541-276-2211	No	0
6	Pendleton Chamber of Commerce 501 S Main St Pendleton, OR 97801 (541) 276-7411	No	0
7	Confederated Umatilla Journal PO Box 638 Pendleton, OR 97801 1-541-966-2043	No	0
8	Work Source Walla Walla 1530 Stevens St Walla Walla, WA 99362 1-509-527-4393	No	0
9	Walla Walla Community	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
	College 500 Tausick Way Walla Walla, WA 99362 1-509-522-2500		
10	Whitman College 345 Boyer Ave Walla Walla, WA 99362 1-509-527-5111	No	0
11	Walla Walla University 204 S College Ave College Place, WA 99324 1-800-541-8900	No	1
12	Union-Bulletin 112 S 1 st Ave Walla Walla, WA 99362 1-509-525-3300	No	0
13	Walla Walla Chamber of Commerce 29 E Sumach St Walla Walla, WA 99362 1-509-525-0850	No	1
14	OAB 7150 SW Hampton St., Ste 240 Portland, OR 97223	No	0
15	WSAB 724 Columbia St., NW Suite 310 Olympia, WA 98501 1-360-705-0774	No	0
16	Internal Referral	No	6
17	CBG Website	No	8

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III. RECRUITMENT INITIATIVES

Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
Internship Program	CBG maintains an ongoing informal social media and broadcast internship.
Mentoring young advertising executives and programming people	CBG upper management continually mentors junior advertising executives and on air/programming people for management positions.
Training Programs	CBG has its employees regularly attend various training programs to increase their job proficiency and skills and enable employees to obtain the skills necessary for job advancement.