

**KBFF(FM), KINK(FM), KXL(FM), KXTG(AM), KUPL(FM), KUFO(AM)
EEO PUBLIC FILE REPORT
October 1, 2014-September 30, 2015**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Morning Show Host – Live 95.5	1, 5, 16, 17	17
Assistant Business Manager	1-12, 16-18	17
Accounting Assistant	1-12, 16-17, 20	2
Local Sales Manager: News Talk/Sports	1-12, 16-18, 20	20
Project Coordinator: Graphic Design	1-12, 16-18, 20	20
Project Coordinator: Social Media	1-12, 16-18, 20	20
Coordinator, Creative Services for Skype Live Studio	1-17	2
Account Executive: Talk	1-18	17
Account Executive: Talk	1-17	17
Account Executive: Talk	1-17	17
Account Executive: Talk	1-17	17
Account Executive: Music	1-18	17
Account Executive: Music	1-17	17
Morning Show Producer – Live 95.5	1-20	17
Morning Show Host – 98.7 The Bull	17*	17
Morning Show Host – 98.7 The Bull	17*	17
Director of Sales	17*	17
On-Air Nights – Live 95.5	17*	17
Sales Associate	1, 3-17	17
Morning Drive Co-Host – KINK 101.9FM	1, 3-6, 12-17	20

**exigent circumstances*

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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	Alpha Media Corporate Website www.alphamediausa.com/careers	N	3
2	Internet Site - Craigslist www.portland.craigslist.org	N	5
3	The Oregon Association of Broadcasters Attn: Shannon Johnson Shannon@theoab.org (503) 443-2299	N	0
4	Internet Site - Radio Online www.radioonline.com	N	0
5	Internet Site - All Access www.allaccess.com	N	8
6	Traffic Directors Guild of America Attn: Larry Keene tdga@cox.net	N	0
7	University of Oregon Career Center https://career.uoregon.edu/ 70 NW Couch St., Suite 241 Portland, OR 97209 (503) 412-3701	N	1
8	Mt. Hood Community College Attn: Rosemary Reynolds Rosemary.reynolds@mhcc.edu	N	0
9	Portland State University www.pdx.edu/careers (503) 725-4005	N	0
10	Portland Community College www.pcc.edu/resources/careers	N	0
11	University of Portland www.up.edu/career (503) 943-7201	N	0
12	Urban League of Portland Attn: Debra Lindsay uljobs@ulpdx.org	Y (as of 10/8/15)	0
13	Worksource Oregon Attn: John Concepcion John.t.concepcion@oregon.gov	Y (as of 2/26/15)	0
14	Goodwill Job Connection Attn: Ken Buckles kbuckles@gicw.org (971) 229-0757	Y (as of 3/5/15)	0
15	Exceed Enterprises Attn: Lynn Wiles lynnw@exceedpdx.com	Y (as of 4/1/15)	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Internal job posting	N	1
17	Word of mouth referral	N	29
18	SEU Job Fair	N	0
19	Walk-Ins	N	0
20	Internal Transfer/Promotion	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			51

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Alpha Media Participated in the Diversity Employment Day Career Fair held at Ambridge Event Center.	The Fair was attended by our VP of Marketing, the Street Team Coordinator, the General Sales Manager, the HR Coordinator and an Executive Assistant. During the scheduled fair, which took place on February 25, 2015, from 11:00am to 3:00pm, the attendees spoke with roughly 100 perspective candidates along with handing out information on current job openings at Alpha Media.
2	Alpha Media Internship Program – Alpha Media SEU (KBFF, KINK, KUFO, KUPL, KXL, KXTG)	During the reporting period, one (1) intern worked with the Promotions department for all six stations during the Summer. This intern was from Willamette University.
3	Alpha Media Internship Program – KXTG-AM	Seven (7) interns worked with the Programming department for KXTG during various terms. Interns were from Clackamas Community College, Portland Community College, Mount Hood Community College, and Portland State University.
4	Alpha Media Internship Program – KUPL-FM	One (1) intern worked with the Programming department for KUPL during the Summer term. The intern was from University of Oregon.
5	FCC EEO Rules Training provided by Wiley Rein, LLP	During the reporting period, the HR Director and Executive Assistant (EEO Facilitator) participated in two (2) trainings held by Alpha Media’s FCC Attorney, reviewing the rules for implementing FCC EEO compliance. The trainings took place on February 10, 2015 and July 7, 2015.