

**KUGN (AM), KSCR (AM), KZEL (FM), KNRQ (FM),  
 KUJZ (FM) and KEHK (FM)  
 EEO PUBLIC FILE REPORT  
 October 1, 2013 – September 30, 2014**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive/Sales	1- 2, 5-6, 8-13	10
Sales Assistant	1-2, 4, 6-8, 16	6
Receptionist	1-2, 4, 6-8, 16	6
Account Executive/Sales	1-2, 5-6, 8-11, 13	10
Sales Assistant	1-2, 4, 6-8, 15	15
Receptionist	1-2, 4, 6-8, 15	15
Account Executive/Sales	1-2, 5-6, 8-11, 13	10
Account Executive/Sales	1-2, 5-6, 8-11, 13	10
KEHK On Air Personality	1-3, 6, 8, 11	3
KNRQ On Air Personality	1, 3, 6, 8, 11, 14-15	15
Production Manager	1, 3, 6, 8, 11, 14	10
Traffic Manager	1-2, 4, 6-8, 15	15

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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	<b>Oregon Association of Broadcasters</b> 7150 SW Hampton Street, Suite 240 Portland, OR 97223-8366 Contact: Bill Johnstone 503.443.2299 www.theoab.org	No	0
2	<b>Oregon Employment Department</b> 2150 Oakmont Way Eugene, OR 97401 541.686.7601 www.employment.oregon.gov	No	0
3	<b>All Access Radio Group Website</b> www.allaccess.com	No	6
4	<b>University of Oregon</b> Eugene, OR 97405 541.346.1000 www.hr.uoregon.edu/jobs	No	0
5	<b>Indeed Website</b> www.indeed.com	No	15
6	<b>Craig’s List</b> www.eugene.craigslist.org	No	30
7	<b>Oregon State University</b> Office of Human Resource 122 Kerr Administration Building Corvallis, OR 97331-2132	No	0
8	<b>Cumulus Business Managers</b> Cmibusinessmanagers@cumulus.com	No	0
9	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	No	17
10	<b>Word-of-Mouth Referral</b>	No	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>Internal Posting</b>	No	0
12	<b>SEU Job Fairs</b> <i>(see Section III)</i>	No	2
13	<b>Station Website Postings</b> <i>(one or more SEU stations)</i>	No	0
14	<b>Cumulus Corporate Website</b> www.cumulus.com	No	5
15	<b>Internal Transfer/Promotion</b>	No	4
16	<b>The Register Guard</b> 3500 Chad Drive Eugene, OR 97408 541.485.1234 www.registerguard.com	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			84

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Internship Program	During this reporting period, our SEU hosted two (2) student interns from the Academy of Arts and Academics High School in Springfield, Oregon. These student interns were supervised by our Promotions Director as they learned about and assisted with promotional marketing, event planning, visual branding and social media marketing.
2	Participated in event/program for or on behalf of an educational institution relating to careers in broadcasting (2)	On October 24, 2013 and April 24, 2014, a group of students from Elmira High School toured our facilities, lead by our SEU's Promotions Director, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.
3	Participate in Job Fair	On April 18, 2014, our SEU participated in the Elmira High School career fair. SEU representatives spoke with students about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Promotions Director.
4	Host Job Fair	On March 20, 2014, our SEU hosted a job fair at the Hilton Hotel in Eugene, Oregon. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as and also participated as an exhibitor. Our Sales Manager, a number of Account Executives, and our Promotions Director occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. This event was promoted on all SEU stations.
5	Internship Program	From March through June 2014, our SEU hosted a student intern from the University of Oregon. Three days a week, this student learned from and assisted our KNRQ(FM) morning show staff with the preparation, production and marketing of this morning program.