

KUJZ(FM), KZEL-FM, KUGN(AM), KNRQ(FM), KEHK(FM)
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

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
Sales Assistant	1-29, 36-43	43
Market Account Executive	1-29, 36-42	10
Market Account Executive	1-29, 36-42	1
Market Account Executive	1-29, 36-42	1
Production Director	1-29, 31, 36-42, 44	31
Receptionist	1-29, 36-42	8
Sales Assistant	1-29, 36-42	1
Board Operator & Assistant Engineer	1-29, 36-42	8
Market Account Executive	1-29, 32-35	1
On Air Personality & Music Director	1-29, 36-42, 44	1

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	23
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	13
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	6
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	0
31	Internal Transfer/Promotion	N	1
32	Oregon Employment Department 2510 Oakmount Way Eugene, OR 97401 (971) 304-5557 Austin.A.Folnagy@oregon.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Lane Community College - Gender Equity Center 4000 E 30Th Ave. Building 1Room 202 Eugene, OR 97405 (541) 463-5353 parkerm@lanecc.edu	N	0
34	Confederated Tribes of Siletz Indians - Self Sufficiency Program - Eugene Area Office 2468 W 11th Eugene, OR 97402 (541) 484-4234 catheriner@ctsi.nsn.us	N	0
35	Centro Latino Americano 944 W 5th Ave Eugene, OR 97402 (541) 687-2667 dsaez@centrolatinoamericano.org	N	0
36	Goodwill Career Services 1010 Green Acres Road Eugene, OR 97408 541-345-1801 tammyw@goodwill-oregon.org	N	0
37	Centro Latino 944 W 5th Ave Eugene, OR 97402 541-687-2667 drew@centrolatinoamericano.org	N	0
38	WorkSource Lane 2510 Oakmont Way Eugene, OR 97401 (541) 497-9080 310.emp@oregon.gov robert.r.ryker@state.or.us	N	0
39	WorkSource Lane -LCC Workforce Development Department 4000 E 30th Ave. Eugene, OR 97405 541-463-5223 careercenter@lanecc.edu evanssa@lanecc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Springfield Main Street Center 101 30th Street Springfield, OR 97478 541-726-3525 lawr@lanecc.edu	N	0
41	Veteran Employment Center - OR OR craig.j.snitker.ctr@mail.mil	N	0
42	State of Oregon OR adalberto.rubio@state.or.us	N	0
43	On-Air Announcements (<i>one or more SEU stations</i>)	N	2
44	All Access https://www.allaccess.com/forum/viewforum.php?f=10	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			45

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how we overcome it.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.</p>
6	Participate in Job Fair	<p>On February 10, 2022, our SEU participated in University of Oregon’s Internship & Summer Job Fair. Our Business Manager attended this event, during which she answered students’ questions about the radio business generally, our Stations specifically, internships in broadcasting and our current open positions. Interested students were provided with our contact information for future discussions.</p>