

**KUGN(AM), KSCR(AM), KZEL-FM, KNRQ(FM), KUJZ(FM) AND KEHK(FM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020**

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
Promotions Manager	1, 10, 12-13, 17-20	10
Program Director/KEHK-KSCR-AM	3, 5, 10-13, 15, 17-20	15
Business Manager	3, 5, 10, 13, 17-20	5
Account Executive	3, 5, 10, 13, 17-20	10
Sales Assistant	1, 5, 10, 12-13, 15, 17-20	15

**KUGN(AM), KSCR(AM), KZEL-FM, KNRQ(FM), KUJZ(FM) AND KEHK(FM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020**

II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Oregon Association of Broadcasters 7150 SW Hampton Street, Suite 240 Portland, OR 97223-8366 Contact: Bill Johnstone 503.443.2299	No	0
2	Oregon Employment Department 2150 Oakmont Way Eugene, OR 97401 541.686.7601	No	0
3	All Access Radio Group Allaccess.com	No	0
4	University of Oregon Eugene, OR 97405 541.346.1000	No	0
5	www.indeed.com	No	5
6	Craig’s List Website	No	0
7	Oregon State University Office of Human Resource 122 Kerr Administration Building Corvallis, OR 97331-2132	No	0
8	Intercompany Posting BM@cumulus.com	No	0
9	On-Air Announcements (all SEU stations)	No	0
10	Word-of-Mouth Referral	No	2
11	Lane Community College Job Fair	No	0
12	University of Oregon/EARS Job Fair	No	0
13	Cumulus Corporate Website Posting	No	10
14	Register-Guard Newspaper	No	0
15	Internal Transfer/Promotion	No	2
16	<i>Intentionally Omitted</i>	--	--
17	www.glassdoor.com	No	0
18	www.linkup.com	No	0
19	www.ziprecruiter.com	No	0
20	www.monster.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

**KUGN(AM), KSCR(AM), KZEL-FM, KNRQ(FM), KUJZ(FM) AND KEHK(FM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted one (1) student intern through the Eugene Area Radio Stations (EARS). The student spent a substantial amount of time at our facilities “shadowing” our engineer following his completion of courses through the Cleveland Institute of Electronics.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Host Online/On Air Career Fair	During the period from March 16th through September 30 th 2020, our SEU conducted an online career fair. Links for local business were included on station websites and all six stations promoted job openings over the air, providing information about the jobs available within each company.
3	Participate in Job Fair	On February 20, 2020, our SEU participated in the University of Oregon Career Fair under the umbrella of the Eugene Area Radio Stations (“EARS”). SEU representatives spoke with students about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Business Manager.
4	Participate in event/program sponsored or on behalf of an educational institution about careers in broadcasting	On February 12, 2020, our Market Manager visited Marist Catholic High School, in Eugene, Oregon, and conducted a Radio Sales presentation, during which she spoke with students about sales opportunities in broadcasting as well as the education/skill sets necessary for success in sales and the radio business, emphasizing the ever-increasing role technology plays in the industry.

5	Scholarship Program	All six of our stations aired announcements to promote the Eugene Area Radio Stations (EARS) Scholarship Program. Our SEU in partnership with EARS awarded two \$3000 scholarships:one to a high school graduate who chose to attend the University of Oregon; and the second to a college undergraduate who also chose to attend the University of Oregon.
---	---------------------	---