

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

**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>
Promotions Director	1, 4-6, 10, 13, 16-20	10
Program Director/KEHK-KSCR-AM	3, 5, 10, 13, 15, 17-20	10
Business Manager	5, 10, 13, 17-20	13
Account Executive	5, 10, 13, 17-20	10
Sales Assistant	5, 10, 13, 15-17, 21-26	15

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<sup>1</sup> This Report was revised in May 2021 to address reporting and formatting issues.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Oregon Association of Broadcasters</b> 7150 SW Hampton Street, Suite 240 Portland, OR 97223-8366 Contact: Bill Johnstone 503.443.2299 <a href="http://www.theoab.org/careers/job-industry/radio/">www.theoab.org/careers/job-industry/radio/</a>	No	0
2	<b>Oregon Employment Department</b> 2150 Oakmont Way Eugene, OR 97401 541.686.7601	No	0
3	<b>All Access Radio Group</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	2
4	<b>University Of Oregon</b> Eugene, OR 97405 541.346.1000 <a href="mailto:lewis@uoregon.edu">lewis@uoregon.edu</a>	No	0
5	<b>Indeed.com</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	9
6	<b>Craig’s List</b> <a href="https://eugene.craigslist.org">https://eugene.craigslist.org</a>	No	0
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> BM@cumulus.com	No	0
9	<b>On Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
10	<b>Word-of-Mouth Referral</b>	No	4
11	<b>SEU Job Fair</b> ( <i>see Section III</i> )	No	0
12	<b>University of Oregon/EARS Job Fair</b> ( <i>see Section III</i> )	No	0
13	<b>Cumulus Careers Website</b> <a href="http://www.cumulus.com/careers">www.cumulus.com/careers</a>	No	13
14	<b>Register-Guard Newspaper</b> <a href="http://www.registerguard.com">www.registerguard.com</a>	No	0
15	<b>Internal Transfer/Promotion</b>	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<b>Eugene Area Radio Stations Website (“EARS”)</b> <a href="https://eugeneradio.org/area-stations/local-radio-jobs">https://eugeneradio.org/area-stations/local-radio-jobs</a> Contact: Peter Powell <a href="mailto:ears.peter@eugeneradio.org">ears.peter@eugeneradio.org</a>	No	0
17	<b>Glassdoor</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
18	<b>LinkUp</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0
19	<b>ZipRecruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
20	<b>Monster</b> <a href="http://www.monster.com">www.monster.com</a>	No	0
21	<b>Adzuna</b> <a href="http://www.adzuna.com">www.adzuna.com</a>	No	0
22	<b>Job isJob</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	No	0
23	<b>Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	No	0
24	<b>Myjobhelper</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	No	0
25	<b>Oodle</b> <a href="http://www.oodle.com/">www.oodle.com/</a>	No	0
26	<b>Trovit</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			29

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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 one (1) student intern in conjunction with the Eugene Area Radio Stations (EARS) scholarship program. The student, who attended Northwestern Christian University and Lane Community College, spent time at our facilities “shadowing” our engineer following his completion of a course through the Cleveland Institute of Electronics: Basic Electronics for Broadcasting.
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.
3	Host Online Career Fair	Commencing March 16, 2020, our SEU moved our annual Career and Education Fair online. As before, our SEU organized this Fair and solicited local employers. Links for local business were included on station websites that provide information about the jobs available within each company, and all six of our Stations promoted the online Fair over the air. This virtual career fair continues to this day. Our Promotions Director monitors our websites and provides guidance and support to job seekers when needed.

4	Participate in Job Fair	On February 13, 2020, our SEU participated in the University of Oregon Internship and 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.
5	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.
6	Scholarship Program	All six of our Stations aired announcements to promote the Eugene Area Radio Stations (EARS) Scholarship Program. Our SEU’s Market Manager, a member of the EARS board, assisted with the review of scholarship applications as well as the selection of the scholarship recipients. EARS ultimately 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.