

KUGN (AM), KSCR (AM), KZEL (FM), KNRQ (FM), KUJZ (FM) AND KEHK (FM)
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017

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
Chief Engineer	<i>1, 2, 3, 4, 5, 6, 7, 8,10, 11, 12,13</i>	<i>10</i>
Sales Assistant	<i>1, 5, 6, 8, 9, 10, 13, 15</i>	<i>6</i>
Account Executive/Sales	<i>1,5,9,10, 11,12,13,</i>	<i>10</i>
Account Executive/Sales	<i>1, 5, 8, 11, 12, 13</i>	<i>13</i>
Account Executive/Sales	<i>1, 5, 8, 10, 11, 12, 13</i>	<i>10</i>

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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	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	Indeed.com	No	0
6	Craig’s List Website	No	6
7	Oregon State University Office Of Human Resource 122 Kerr Administration Building Corvallis, OR 97331-2132	No	0
8	Cumulus Media Inc. Business Managers Cmibusinessmanagers@cumulus.com	No	0
9	On Air Announcements (all SEU stations)	No	0
10	Word Of Mouth Referral	No	8
11	LinkedIn.com	No	0
12	U of O/EARS Job Fair	No	1
13	Cumulus Corporate Website Posting	No	11
14	Register-Guard Newspaper	No	0
15	Internal Transfer/Promotion	No	0
16	www.simplyhired.com	No	0
17	www.glassdoor.com	No	0
18	www.linkup.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			26

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>During this reporting period, the SEU hosted one (1) high school student from the A3 District in Springfield, OR during the reporting period from January 3, 2017 through January 20, 2017. The intern, who was supervised by our Production Manager, learned about downloading barter, the interactions within the studios of several radio stations, how air talent creates voice tracks, and how commercials are made.</p>
2	Internship Program	<p>During this reporting period the SEU hosted three (3) student interns from the University of Oregon. The interns were supervised by the Sales Manager and by the Production Manager. They were shown how to write order schedules, write copy, and how to produce and voice ads. They also learned different aspects of the promotions departments' duties as well as those of the business office.</p> <p>The interns worked at the SEU during the following periods: February 16 through June 15, 2017; April 13 through June 15, 2017; and June 20 through September 5, 2017, respectively.</p>
3	Participate in Job Fair – University of Oregon	<p>On February 16, 2017, the 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 Sales Manager and Promotions Director.</p>
4	Participate in Job Fair – Lane Community College	<p>On April 20, 2017, the SEU participated in the Lane Community College Career Fair under the umbrella of EARS. SEU representatives spoke</p>

	<p>with students about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Sales Manager and Promotions Director.</p>
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