

EEO Public File Report

Ohana Media Group, LLC – Astoria, Oregon
KAST-AM, KLMY-FM, KVAS-FM, KKOR-AM, KCRX-FM

October 1, 2022 – September 30, 2023

Full-Time Positions Filled

| Full-Time Position | On Air Talent | Date Open | Date Filled | Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)* | Number Interviewed | Number Hired |
|--------------------|---|-----------|-------------|--|--------------------|--------------|
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| | * See Attached List of Recruitment Sources for Contact Info | | | | | |

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

| No | Recruitment Source | Contact | Total Interviewed | Entitled to Notification |
|----|--|--|-------------------|--------------------------|
| 1 | Oregon Employment Dept 450 Marine Drive Astoria, OR 97103 | Employment Services (503) 325-4821x234 Linda.l.wyss@state.or.us | | N |
| 2 | Corporate and local websites | Scott Lindahl 503-861-6620 | | N |
| 3 | KAST AM, KVAS FM, KVAS AM, KCRX FM, & KCRX FM radio ads 285 S. Main Court, Warrenton, OR 97103 | Scott Lindahl (503) 861-6620 | | N |
| 4 | Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140, Portland, OR 97223-4436 | 503-443-2299 theoab@theoab.org | | N |
| 5 | Western Oregon University 345 North Monmouth Ave. Monmouth, OR 97361 (wolflink) | Career Development Center 503-838-8432 slcd@wou.edu | | N |
| 6 | Pacific University 2034 College Way Forest Grove, OR 97116 | Career Development Center 503-352-2877 Purplebriefcase.com | | N |
| 7 | Clatsop County Community College 1651 Lexington Ave Astoria, OR 97103 | Attn: Career Services 503-325-0910 Lisa Nyberg 503-325-2480 lnyberg@clatsopcc.edu | | N |
| 8 | All Access | www.allaccess.com | | N |
| 9 | Radio online | jobs.radio-online.com | | N |
| 10 | In house referral | 503-861-6620 | | N |
| 11 | AM FM Jobs | www.amfmjobs.com | | N |
| 12 | TV & Radio Jobs.com | www.tvandradiojobs.com | | N |
| 13 | Referral | | | N |

**Prong 3 Longer-Term Recruitment Initiatives
Implemented During Previous Year**

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|------------|--|--|--|--|--|
| 1 | 10/1/22-3/30/23 | Terrestrial, streaming & Facebook | Using 360 approach for KBBO/KFAT/KBYR/KMBQ/KTMB/KXLW | On-going Ohana Media Group recruitment | Dan Larson, Eddie Parker, Eddie Maxwell, Don Megga |
| 2 | 10/26-10/29/22, 11/11-11/13/2022, 4/15-4/19/2023 | Learning conference (online and in person) | NABEF Conferences and trainings | Training on FCC compliance including EEOC. | Trila Bumstead - owner |
| 3 | 10/2022-CURRENT | On Zoom | NAB'S Diversity, Equity and inclusion sub-committee (Task Force) | . As a committee member we are working on strategies to improve diversity, equity and inclusion. Our current initiatives include surveys, trainings, seminars, developing a resource and recruitment center, a practitioner program. | Trila Bumstead - owner |
| 4 | 9/20/2023 | Online | Broadcast1Source, Media Staffing Network and Oregon Association of Broadcasters EEO compliance | Training on EEO compliance | Scott Lindahl |
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