

**KBFF(FM), KINK(FM), KXL-FM, KXTG(AM),
 KUPL(FM), KUFO(AM) and employees at KWEE(FM)
 EEO PUBLIC FILE REPORT
 October 1, 2018 - September 30, 2019**

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
Account Executive	1-4, 7-23, 26, 28	28
Account Executive	1-4, 7-23, 26	1
Manager, Interactive/Digital Sales	1-3, 7-8, 24, 28	2
Sales Assistant	1-4, 7-23, 26, 28	28
Sales Assistant	1-4, 7-23, 13	18
Broadcast Engineer	1-5, 7-8, 15-16	2
Marketing Associate	1-4, 7-8, 10-23, 28, 31	31
Producer, Lars Larson Show	1-5, 7-8, 28, 30-31	31
Visual Branding & Marketing Manager	1-5, 7-8, 10-23, 28	28

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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	Alpha Media Careers Website www.alphamediausa.com/careers	N	12
2	Indeed (automated posting from Alpha Media careers website) www.indeed.com	N	7
3	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu, CA 90265 (310) 457-6616 www.allaccess.com	N	2
4	Oregon Association of Broadcasters (OAB) www.theoab.org/careers/job-industry	N	1
5	WA State Association of Broadcasters (WSAB) Contact: Keith Shipman Email: kshipman@wsab.org	N	0
6	Sportscasters Talent Agency of America www.staatalent.com	N	0
7	WorkSource Oregon Portland Metro-Tualatin 7995 SW Mohawk Street Tualatin, OR 97062 Contact: Mariam Nolte (503) 257-4473 www.worksourceoregon.org/	Y	0
8	Goodwill Job Connection Attn: Ken Buckles kbuckles@gicw.org (971) 229-0757	Y	0
9	Urban League of Portland www.ulpdx.org P: 503.280.2600, ext 620	N	0
10	Arizona State University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
11	Eastern Oregon University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Eastern Washington University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
13	Gonzaga University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
14	Idaho State University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
15	Oregon State University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
16	Portland State University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
17	Southern Oregon University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
18	University of Oregon (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	1
19	University of Portland (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
20	University of Washington (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
21	Washington State University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
22	Whitman College (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0
23	Willamette University (via Handshake Internet Recruiting Platform) Contact: Caitlin Dunn handshake@joinhandshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Exceed Enterprises 5285 SE Mallard Way Milwaukie, OR 97222 (503) 652-9036 Attn: Sheena Cooper sheenac@exceedpdx.com	N <i>(as of 10/2018)</i>	0
25	Robert Half Staffing Agency 222 SW Columbia St, Suite 1100 Portland, OR 97201 (503)265-5020 www.roberthalf.com	N	0
26	On-Air Announcements <i>(one or more stations)</i>	N	0
27	Internal Job Posting	N	0
28	Word-of-Mouth Referral	N	6
29	Alpha Media Virtual Career Fair	N	0
30	Job Fairs <i>(see section III)</i>	N	0
30	Walk-In/Self-Referral	N	2
31	Internal Transfer/Promotion	N	2
32	Former Employee (Rehire)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			33

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in event/program sponsored by or on behalf of a professional organization regarding careers in broadcasting	<p>From June 10-June 19, 2019, our General Sales Manager served as a guest faculty instructor at the Hubbard Radio Talent Institute at Central Washington University in Ellensburg, WA, providing instruction on the sales side of radio to a class of 25 students.</p> <p>The Hubbard Radio Talent Institute brings broadcast professionals together from around the state and country to teach an intensive 9-day summer program. It's known as a "go-to" place to find talented young broadcasters entering the industry.</p>
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting.	<p>On October 10, 2018, our SEU participated in the Portland Public Schools Partner Connect Career Fair at Cleveland High in Portland, OR. Station participants included our Live Studio & Creative Services Director, who provided three one-hour presentations to approximately 150 interested students about careers in broadcasting.</p> <p>Portland Public Schools Partner Connect program provides students an opportunity to hear from guest speakers, firsthand, from a variety of occupations, the necessary preparation, required knowledge and other interesting facets from current practitioners in their field.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting.	On March 15, 2019, our SEU participated in a Film and Radio Broadcast Career event at Cleveland High School in Portland, OR. Our Live Studio & Creative Services Director provided two classes to approximately 25 students. These classes included one-on-one review and feedback of student film projects as well as Q&A specific to the radio broadcast industry.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting.	On April 17, 2019, our SEU participated in a Film and Radio Broadcast Career Event for an Alternative Newberg High School in Newberg, OR. Our Live Studio & Creative Services Director provided a 90-minute presentation showcasing our Live Performance Studio career opportunities. A Q&A specific to the radio broadcast industry was also provided.
5	Host a job fair	On February 27-28, 2019, our SEU hosted the Alpha Media Portland Career Fair, a virtual online hiring event. Our SEU coordinated logistics for the fair with the virtual software provider, solicited local participating exhibitors, hosted its own hiring booth during the two-day event and monitored the on-line activity, including accepting applications and resumes from interested candidates. Station participants included our Digital Director/Promotions Manager and Digital Coordinator.
6	Participate in job fair	On April 2, 2019, our SEU participated in the Urban League of Portland Career Connections job fair in Portland, OR. Station participants included the General Sales Manager, and two of our Promotion Directors, who spoke with interested attendees about careers in broadcasting.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
7	Participate in job fair	On August 21, 2019, our SEU participated in the State of Oregon's 19 th Annual Diversity Employment Day in Portland, OR. Station participants included the Business Office Manager and Business Office staff, who spoke with interested attendees about careers in broadcasting.
8	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting.	On June 14, 2019, our SEU hosted two participants from the Lundquist College of Business's Job Shadow Program at the University of Oregon. Our Live Studio & Creative Services Director provided one-on-one, in-depth information about careers in broadcasting, a tour of station facilities and the Live Performance Studio, as well as meetings with on-air staff and sales staff.