

**KUGN (AM), KSCR (AM), KZEL (FM), KNRQ (FM), KUJZ (FM) AND KEHK (FM)  
EEO PUBLIC FILE REPORT  
October 1, 2017 – September 30, 2018**

**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>
Sales Assistant	<i>5,6,8,9,12,15</i>	<i>15</i>
Receptionist	<i>2,5,6,8,9,12,15</i>	<i>5</i>
Account Executive/Sales	<i>1,2,5,8,10,12,13,15,16,17,18</i>	<i>10</i>
Account Executive/Sales	<i>1,2,5,8,10,12,13,15,16,17,18</i>	<i>10</i>
Account Executive/Sales	<i>1,2,5,8,9,12,13,15,16,17,18</i>	<i>15</i>
Traffic Manager	<i>1,5,6,8,9,13,15</i>	<i>15</i>
Sales Assistant	<i>1,2,5,6,8,9,12,15,16,17,18</i>	<i>15</i>
Receptionist	<i>1,2,5,6,8,9,10,12,15</i>	<i>6</i>
Chief Engineer	<i>1,2,5,8,10,13,15,16,17,18</i>	<i>10</i>
Account Executive	<i>1,2,5,8,10,15,16,17,18</i>	<i>10</i>
KEHK/KSCR PD	<i>1,2,3,5,8,10,12,13,16,17,18</i>	<i>13</i>

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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	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> Allaccess.com	No	5
4	<b>University Of Oregon</b> Eugene, OR 97405 541.346.1000	No	0
5	<b>Indeed.com</b>	No	4
6	<b>Craig’s List Website</b>	No	47
7	<b>Oregon State University</b> Office of Human Resource 122 Kerr Administration Building Corvallis, OR 97331-2132	No	0
8	<b>Cumulus Media Inc. Business Managers</b> <a href="mailto:Cmibusinessmanagers@cumulus.com">Cmibusinessmanagers@cumulus.com</a>	No	0
9	<b>On Air Announcements (all SEU stations)</b>	No	0
10	<b>Word of Mouth Referral</b>	No	7
11	<b>Lane Community College Job Fair</b>	No	5
12	<b>U of O/EARS Job Fair</b>	No	3
13	<b>Cumulus Corporate Website Posting</b>	No	4
14	<b>Register-Guard Newspaper</b>	No	0
15	<b>Internal Transfer/Promotion</b>	No	4
16	<a href="http://www.simplyhired.com">www.simplyhired.com</a>	No	0
17	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
18	<a href="http://www.linkup.com">www.linkup.com</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
20	<a href="http://www.monster.com">www.monster.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			79

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	During this reporting period, the SEU hosted one (1) high school student from the A3 District in Springfield, OR during the reporting period from August 8 <sup>th</sup> , 2018 through August 31 <sup>st</sup> , 2018. The intern learned production work for “Sports Talk with Steve Tannen.” That included coming up with highlights to play during the show and selection rejoiner bumper music. He also sat in and learned/watched producer edit Duck Insider, place it into our file manager system, and then how that got into our log, so it would play during the six o’clock hour. Then from 3 o’clock to six o’clock he observed the entire show and watched how we executed commercials, on-air segments, and he saw the general daily workings of the show. At the end of his time with us he had a Q&A session with Steve to answer some questions he had about radio.
<b>2</b>	Career Fair by Cumulus Eugene	On January 25 <sup>th</sup> , 2018 the SEU held Career at Valley River Inn’s Columbia Ballroom, the SEU representatives spoke with students about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Promotions Director and Account Executives.
<b>3</b>	Participate in Job Fair – University of Oregon	On April 18, 2018 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 Promotions Director and Account Executives.

4	Participate in Job Fair – Lane Community College	On May 17 <sup>th</sup> , 2018, the SEU participated in the Lane Community College Career Fair, at the Center for Meeting and Learning, under the umbrella of 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 Promotions Director and Account Executives.
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