

## **Federal Communications Commission**

**FCC MB - CDBS Electronic Filing**  
**Account number: 781807**

**Description: 2017 - PORTLAND, OR. SEU**  
**Application Reference Number: 20171002ACL**  
**Successfully filed at Oct 2 2017 12:18PM**

**Based on the information supplied, no fee is required.**

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Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
<b>FCC 397</b>					
<b>BROADCAST MID-TERM REPORT</b>				FOR COMMISSION USE ONLY FILE NO. - 20171002ACL	
Legal Name of the Licensee CITICASTERS LICENSES, INC.					
Mailing Address 7136 S. YALE AVENUE SUITE 501					
City TULSA		State or Country (if foreign address) OK		Zip Code 74136 -	
Telephone Number (include area code) 9186644581		E-Mail Address (if available)			
FCC Registration Number 0018273367		Facility ID Number 12551		Call Sign KXJM	
<b>TYPE OF BROADCAST STATION:</b>		Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV	
<b>Application Purpose</b> <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
[Station List]					
<b>Station List</b>					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
KXJM	12551	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BANKS, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No	
KLTH	4115	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	LAKE OSWEGO, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No	



KKCW	68210	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BEAVERTON, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
KPOJ	53069	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	PORTLAND, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
KEX	11271	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	PORTLAND, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
KKRZ	11280	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	PORTLAND, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
KFBW	60640	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	VANCOUVER, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No

**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name ELIZABETH GOLDIN			Street Address 1776 K STREET, N.W.
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027193199

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

**Section I**

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? ☐ Yes ☒ No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

**CERTIFICATION**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR

FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent ROBERT H. WALLS, JR.
Title EXECUTIVE VICE PRESIDENT	Telephone No. ( include area code) 9186644581
Date 10/2/2017	

## GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

### Section II

#### RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: ROBERT DOVE	Title: PRESIDENT, PACIFIC NORTHWEST REGION
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

### Section III

#### MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

#### FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

## Exhibits



**Exhibit 1****Description:** EEO PUBLIC FILE REPORTS

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**Attachment 1**

Description
<u>2016 EEO Public File Report</u>
<u>2017 EEO Public File Report</u>

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**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-12, 15-23, 25, 28-38, 40, 42-43, 45-49	12
Digital Program Director	1-11, 15-25, 27-40, 42-49	27
Broadcast Engineer	1-11, 14-25, 28-39, 41-49	22
Sales Assistant	1-12, 15-23, 25, 28-38, 42-43, 45-49	12
Mid-Day Talk Host 1190 KEX	13	13
On Air Talent/Music Director	1-11, 15-23, 25, 27-38, 42-43, 45-49	27
Marketing/Promotions Director	1-12, 15-26, 28-37, 39, 42-46, 48-49	12
National Sales Assistant	1-11, 15-37, 39, 42-46, 48-49	27



**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	African American Chamber 9909 SE Adams #2979 Clackamas, Oregon 97015 Phone : 503-244-5794 Email : roy@oregonbusinessnetwork.com Roy Jay	N	0
2	Art Institute of Portland 1122 NW Davis St Portland, Oregon 97209 Phone : 503-228-6528 Jonathan Scrimenti Manual Posting	N	0
3	Asian Health & Service Center 3430 SE Powell Blvd Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpd.org Daniel Chiu	N	0
4	Career Makers 5200 SW Meadows Rd Suite 150 Lake Oswego, Oregon 97035 Phone : 503-699-3192 Email : peter@careermakers.com Peter Paskill	Y	0
5	Central City Concern Employment Access Center 2 NW Second Ave Portland, Oregon 97209 Phone : 503-226-7387 x 234 ShaRee Rhone Manual Posting	Y	0
6	City University 1498 SE Tech Center Pl Ste 130 Vancouver, Washington 98683 Phone : 800-474-6850 Job Placement Manual Posting	Y	0
7	Clackamas Community College 19600 S Molalla Career Services Dept/Tom Brown Oregon City, Oregon 97045 Phone : 503-657-6958 Email : thomasb@clackamas.edu Tom Brown	N	0

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****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>
8	Clark College 1933 Ft Vancouver Way MS# GHL108 Vancouver, Washington 98663 Phone : 360-992-2391 Carolyn Johnson Manual Posting	Y	0
9	Community Action Organization 1001 SW Baseline Street Attn: HR Hillsboro, Oregon 97123 Phone : 503-693-3224 Career Services Manual Posting	N	0
10	Confederated Tribes of Siletz Indians 12790 SE Stark St Ste 102 Attn: Job Counselors Portland, Oregon 97233 Phone : 503-238-1512 Anne Renville Manual Posting	N	0
11	Eastern Oregon University 1 University Blvd Academic and Career Advising LaGrande, Oregon 97850 Phone : 541-962-3588 Email : career@eou.edu n/a Academic & Career Advising	N	0
12	Employee Referral	N	4
13	Exigent Circumstances	N	1
14	Facebook / Word of Mouth 1 Hacker Way Menlo Park, California 94025 Phone : . Online Source Manual Posting	N	1
15	Filipino American Association 8917 SE Stark Portland, Oregon 97216 Phone : 503-253-7636 Career Services Manual Posting	N	0



**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****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>
16	George Fox University PO Box 8942 Career Services Newberg, Oregon 97132 Phone : 503-554-2330 Email : careers@georgefox.edu Career Services	N	0
17	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Online Source Manual Posting	N	0
18	Goodwill Industries 1943 SE 6th Avenue Portland, Oregon 97214 Phone : 503-238-6176 Gary Van Allen Manual Posting	N	0
19	Hispanic Metropolitan Chamber of Commerce 333 SW 5th Avenue # 100 Portland, Oregon 97204 Phone : 503-222-0280 Mary Ann Potter Manual Posting	N	0
20	Hispanic Program of Catholic Community Services 138 NE 3rd Suite 140 Gresham, Oregon 97030 Phone : 503-669-8350 Career Services Manual Posting	N	0
21	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	1

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****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>
22	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	5
23	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 x 193 Career Services Manual Posting	N	0
24	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source Manual Posting	N	0
25	Intercultural Support Center 3633 SE 35th Pl Portland, Oregon 97236 Phone : 503-239-0132 Ami Hsu Manual Posting	Y	0
26	Internal Posting 13333 SW 68th Pkwy Ste 310 Tigard, Oregon 97223 Phone : 503-323-6422 Kara Roybal Manual Posting	N	4
27	Internal Promotion/Transfer 13333 SW 68th Pkwy Ste 310 Tigard, Oregon 97223 Phone : 503-323-6422 Kara Roybal Manual Posting	N	3



**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
28	Marylhurst University PO Box 261 Marylhurst, Oregon 97036 Phone : 503-636-8141 Email : jobboard@marylhurst.edu Lynn Brown	N	0
29	Mt Hood Community College 26000 SE Stark St Career Placement Center Gresham, Oregon 97030 Phone : 503-491-7323 Email : mhcareer@mhcc.edu Christy Weigel	Y	0
30	Mt. Hood Community College 19421 SE Stark Workforce Connections Portland, Oregon 97233 Phone : 503-252-0758 Sheila McQueen Career Services Manual Posting	N	0
31	MTC Works 2101 5th St Tillamook, Oregon 97141 Phone : 503-842-3244 Tiara Logsdon Manual Posting	Y	0
32	National Black MBA Association PO Box 4143 Portland, Oregon 97208 Email : portlandseattlenbmbaa@yahoo.com Josh Williams Mark Holman	Y	0
33	North Worksource Portland Metro 30 N Webster Suite E Job Corps Portland, Oregon 97217 Phone : 503-280-6632 Billie Gibbs Manual Posting	Y	0
34	Northeast One Stop Career Center 5600 NE 42nd Avenue Portland, Oregon 97212 Phone : 503-943-2000 Rita White Manual Posting	N	0

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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>
35	Oregon Association of Broadcasters 7150 SW Hamilton St #240 Portland, Oregon 97223 Phone : 503-443-2299 Email : theoab@theoab.org Bill Johnstone	N	0
36	Oregon Association of Minority Entrepreneurs 731 N Hayden Meadows Dr #101 Portland, Oregon 97217 Phone : 503-249-7744 Career Services Manual Posting	N	0
37	Oregon Department of Employment 7995 SW Mohawk St Tualatin, Oregon 97062 Phone : 503-280-6009 Linda Ferrar Manual Posting	N	0
38	Portland Community College Student Employment Services SSB104 PO Box 19000 Portland, Oregon 97280 Phone : 503-978-5030 Email : stujobs@pcc.edu Career Services	N	0
39	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Online Source Manual Posting	N	0
40	Reed College 3203 SE Woodstock Blvd Career Services Portland, Oregon 97202 Phone : 503-777-7550 Email : career.services@reed.edu Career Services	N	0
41	SBE.org Oregon Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Career Services Manual Posting	N	0



**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
42	SE Works 7916 SW Foster Road Sue Eastman Portland, Oregon 97206 Phone : 503-772-2315 Suzanne Oliver Manual Posting	N	0
43	SEI Community & Family Programs 4803 NE 7th Ave Portland, Oregon 97211 Phone : 503-285-0493 Career Services Manual Posting	Y	0
44	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Online Source Manual Posting	N	0
45	Station Website (one or more SEU stations) 13333 SW 68th Pkwy Tigard, Oregon 97223 Kara Roybal Manual Posting	N	0
46	Sumner College 15115 SW Sequoia Pkwy Ste 200 Tigard, Oregon 97224 Phone : 503-223-5100 Career Services Manual Posting	N	0
47	University of Oregon Career Center Employment Services PO Box 3257 Eugene, Oregon 97403 Phone : 541-346-3235 Email : <a href="mailto:internships@jcomm.uoregon.edu">internships@jcomm.uoregon.edu</a> Sally Garner	N	0
48	Urban League of Portland 10 N Russel St Portland, Oregon 97227 Phone : 503-280-2600 ext 640 Debra Lindsay Manual Posting  Prong 2 Ended Date: 9/24/2016	N	0

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**

**EEO PUBLIC FILE REPORT**

**October 1, 2016 - September 30, 2017**

**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>
49	Willamette University 900 State Stereet Career Services Salem, Oregon 97301 Phone : 503-370-6300 Email : cs-job-postings@willamette.edu Connie Ralph	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>



**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/17/2016	Participation in events or programs sponsored by educational institutions	On October 17, 2016, our SEU participated in a panel discussion with students at Parkrose High School in Portland, OR. Our VP of Sales attended the event, and spoke to the students about working in the radio industry and college preparedness.	1	VP of Sales
2	5/25/2017	Hosting of Job Fair	On May 25, 2017, our SEU hosted an open house job fair at our offices in Tigard, OR. The event was promoted on-air and online, inviting interested applicants to visit our location for face-to-face time with our hiring managers. Our VP of Sales and Street Team Manager were in attendance to meet with attendees and to review resumes.	2	VP of Sales Street Team Manager
3	7/12/2017	Participation in events or programs sponsored by educational institutions	On July 12, 2017, our SEU provided a job shadow opportunity for a high school senior from West Linn High School. The student is interested in a career in the behind-the-scenes aspects of broadcasting, and was able to experience a day in the life of one of our On-Air Talents.	1	On Air Talent
4	9/18/2017	Hosting of Job Fair	On September 18, 2017, our SEU hosted an open house job fair at our offices in Tigard, OR. The event was promoted on our radio stations and online. Interested candidates were able to visit our location for face-to-face time with our hiring managers. Our VP of Sales was in attendance to meet with attendees and to review resumes.	1	VP of Sales

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**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>
On-Air Host	1-20, 22-23, 25, 28-31, 33-37, 39-41, 43-46, 48-49, 51	12
News Anchor/Reporter	1-23, 27-31, 33-49, 51	22
Partner Relations Manager	1-24, 26-37, 39-46, 48-51	22
Digital Traffic Manager - NW Region	1-11, 13-23, 26-31, 33-37, 39-46, 48-51	26
Graphic Designer	1-11, 13-23, 26-31, 33-37, 39-46, 48-51	26
On Air Talent	1-11, 13-23, 27-36, 39-43, 45-46, 48- 49, 51	32

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**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	African American Chamber 9909 SE Adams #2979 Clackamas, Oregon 97015 Phone : 503-244-5794 Email : roy@oregonbusinessnetwork.com Roy Jay	N	0
2	Art Institute of Portland 1122 NW Davis St Portland, Oregon 97209 Phone : 503-228-6528 Jonathan Scrimenti Manual Posting	N	0
3	Asian Health & Service Center 3430 SE Powell Blvd Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpd.org Daniel Chiu	N	0
4	Career Makers 5200 SW Meadows Rd Suite 150 Lake Oswego, Oregon 97035 Phone : 503-699-3192 Email : peter@careermakers.com Peter Paskill	Y	0
5	Central City Concern Employment Access Center 2 NW Second Ave Portland, Oregon 97209 Phone : 503-226-7387 x 234 ShaRee Rhone Manual Posting	Y	0
6	City University 1498 SE Tech Center Pl Ste 130 Vancouver, Washington 98683 Phone : 800-474-6850 Job Placement Manual Posting	Y	0
7	Clackamas Community College 19600 S Molalla Career Services Dept/Tom Brown Oregon City, Oregon 97045 Phone : 503-657-6958 Email : thomasb@clackamas.edu Tom Brown	N	0



**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
8	Clark College 1933 Ft Vancouver Way MS# GHL108 Vancouver, Washington 98663 Phone : 360-992-2391 Carolyn Johnson Manual Posting	Y	0
9	Community Action Organization 1001 SW Baseline Street Attn: HR Hillsboro, Oregon 97123 Phone : 503-693-3224 Career Services Manual Posting	N	0
10	Confederated Tribes of Siletz Indians 12790 SE Stark St Ste 102 Attn: Job Counselors Portland, Oregon 97233 Phone : 503-238-1512 Anne Renville Manual Posting	N	0
11	Eastern Oregon University 1 University Blvd Academic and Career Advising LaGrande, Oregon 97850 Phone : 541-962-3588 Email : career@eou.edu n/a Academic & Career Advising	N	0
12	Employee Referral	N	4
13	Filipino American Association 8917 SE Stark Portland, Oregon 97216 Phone : 503-253-7636 Career Services Manual Posting	N	0
14	George Fox University PO Box 8942 Career Services Newberg, Oregon 97132 Phone : 503-554-2330 Email : careers@georgefox.edu Career Services	N	0

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
15	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Online Source Manual Posting	N	2
16	Goodwill Industries 1943 SE 6th Avenue Portland, Oregon 97214 Phone : 503-238-6176 Gary Van Allen Manual Posting	N	0
17	Hispanic Metropolitan Chamber of Commerce 333 SW 5th Avenue # 100 Portland, Oregon 97204 Phone : 503-222-0280 Mary Ann Potter Manual Posting	N	0
18	Hispanic Program of Catholic Community Services 138 NE 3rd Suite 140 Gresham, Oregon 97030 Phone : 503-669-8350 Career Services Manual Posting	N	0
19	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
20	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	6

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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>
21	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 x 193 Career Services Manual Posting	N	0
22	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source Manual Posting	N	6
23	Intercultural Support Center 3633 SE 35th Pl Portland, Oregon 97236 Phone : 503-239-0132 Ami Hsu Manual Posting	Y	0
24	Internal Posting	N	1
25	Lewis & Clark College 10015 SW Terwilliger Blvd Ethnic Student Services Portland, Oregon 97219 Phone : 503-768-7079 Fax : 1-503-768-7197 Adonica DeVault	N	0
26	LinkedIn / Word of Mouth	N	5
27	Marylhurst University PO Box 261 Marylhurst, Oregon 97036 Phone : 503-636-8141 Email : <a href="mailto:jobboard@marylhurst.edu">jobboard@marylhurst.edu</a> Lynn Brown	N	0
28	Mt Hood Community College 26000 SE Stark St Career Placement Center Gresham, Oregon 97030 Phone : 503-491-7323 Email : <a href="mailto:mhcareer@mhcc.edu">mhcareer@mhcc.edu</a> Christy Weigel	Y	0



**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
29	Mt. Hood Community College 19421 SE Stark Workforce Connections Portland, Oregon 97233 Phone : 503-252-0758 Sheila McQueen Career Services Manual Posting	N	0
30	MTC Works 2101 5th St Tillamook, Oregon 97141 Phone : 503-842-3244 Tiara Logsdon Manual Posting	Y	0
31	National Black MBA Association PO Box 4143 Portland, Oregon 97208 Email : portlandseattlenbmbaa@yahoo.com Josh Williams Mark Holman	Y	0
32	Non-Employee Referral	N	2
33	North Worksource Portland Metro 30 N Webster Suite E Job Corps Portland, Oregon 97217 Phone : 503-280-6632 Billie Gibbs Manual Posting	Y	0
34	Northeast One Stop Career Center 5600 NE 42nd Avenue Portland, Oregon 97212 Phone : 503-943-2000 Rita White Manual Posting	N	0
35	Oregon Association of Broadcasters 7150 SW Hamilton St #240 Portland, Oregon 97223 Phone : 503-443-2299 Email : theoab@theoab.org Bill Johnstone	N	0
36	Oregon Association of Minority Entrepreneurs 731 N Hayden Meadows Dr #101 Portland, Oregon 97217 Phone : 503-249-7744 Career Services Manual Posting	N	0

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
37	Oregon Department of Employment 7995 SW Mohawk St Tualatin, Oregon 97062 Phone : 503-280-6009 Linda Ferrar Manual Posting	N	0
38	Oregonlive.com (job notices appearing in The Oregonian are also posted to Oregonlive.com) 1320 SW Broadway Portland, Oregon 97201 Phone : 503-221-8000 Url : <a href="http://www.oregonlive.com">http://www.oregonlive.com</a> Sara Pacer Manual Posting	N	0
39	Portland Community College Student Employment Services SSB104 PO Box 19000 Portland, Oregon 97280 Phone : 503-978-5030 Email : <a href="mailto:stujobs@pcc.edu">stujobs@pcc.edu</a> Career Services	N	0
40	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Online Source Manual Posting	N	0
41	Reed College 3203 SE Woodstock Blvd Career Services Portland, Oregon 97202 Phone : 503-777-7550 Email : <a href="mailto:career.services@reed.edu">career.services@reed.edu</a> Career Services	N	0
42	SE Works 7916 SW Foster Road Sue Eastman Portland, Oregon 97206 Phone : 503-772-2315 Suzanne Oliver Manual Posting	N	0
43	SEI Community & Family Programs 4803 NE 7th Ave Portland, Oregon 97211 Phone : 503-285-0493 Career Services Manual Posting	Y	0



**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
44	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Online Source Manual Posting	N	0
45	Station Website (one or more SEU stations) 13333 SW 68th Pkwy Tigard, Oregon 97223 Kara Roybal Manual Posting	N	0
46	Sumner College 15115 SW Sequoia Pkwy Ste 200 Tigard, Oregon 97224 Phone : 503-223-5100 Career Services Manual Posting	N	0
47	The Oregonian 1320 SW Broadway Portland, Oregon 97201 Phone : 503-221-8474 Sara Pacer Manual Posting	N	0
48	University of Oregon Career Center Employment Services PO Box 3257 Eugene, Oregon 97403 Phone : 541-346-3235 Email : <a href="mailto:internships@jcomm.uoregon.edu">internships@jcomm.uoregon.edu</a> Sally Garner	N	0
49	Urban League of Portland 10 N Russel St Portland, Oregon 97227 Phone : 503-280-2600 ext 640 Debra Lindsay Manual Posting	Y	0
50	VelvetJobs 1400 N Martel Ave 108 Los Angeles, California 90046 Url : <a href="http://www.velvetjobs.com">http://www.velvetjobs.com</a> Online Source Manual Posting	N	0



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<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>
51	Willamette University 900 State Street Career Services Salem, Oregon 97301 Phone : 503-370-6300 Email : cs-job-postings@willamette.edu Connie Ralph	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>26</b>

**KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM****EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/1/2016	Establishment of training programs for station personnel	During this reporting period, our SEU offered training to help a Street Team Member advance in her career. An On-Air Talent, VP of Programming and News Director provided guidance and instruction to learn jobs in different departments, including Programming and News, to learn how to voice track, co-host on air and perform news reads. The employee received hands-on experience and shadowed staff to gain new skills from the ground up. The program included in-person training and shadowing as the employee learned these new skills. As a result, the employee has been able to transition into our programming department, and has a consistent role in one of our morning shows.	3	On-Air Talent VP of Programming News Director
2	2/18/2016	Participation in events or programs sponsored by educational institutions	On February 18, 2016, our SEU hosted a group of 25 students from Parkrose High School at our offices in Tigard, OR. Our VP of Sales spent 3 hours with the students which included a tour of our facilities, as well as a discussion about broadcast employment opportunities and post-graduation job hunting.	1	VP of Sales
3	4/5/2016	Co Sponsoring Job Fair	In this reporting period, our SEU partnered with Urban League of Portland to co-sponsor their annual Career Connections Job Fair. The event was held on April 5, 2016 at the Doubletree Hotel Lloyd Center in Portland, OR. As co-sponsor, we promoted the event in advance across our stations, including on-air PSA's, digital and social media. We produced and aired a segment with the Urban League about the career fair. Additionally, we participated in the job fair as a local employer. We spoke with and collected resumes from job-seekers at the event. Participants included our Director of Marketing & Promotions, three VPs of Sales, and a Program Director.	5	Director of Marketing & Promotions VP of Sales VP of Sales Program Director

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
4	4/14/2016	Participation in events or programs sponsored by educational institutions	On April 14, 2016, our SEU participated in a Career Day at North Marion High School in Aurora, OR. During this event, each high school class year had the chance to stop at each participating company's booth to ask questions and learn about the industry. Station participants included an account executive, who spoke about career paths in broadcasting, such as sales and admin, engineering, and programming with interested attendees.	1	Account Executive
5	4/18/2016	Participation in events or programs sponsored by educational institutions	On April 18, 2016, our SEU hosted a group of 10 high school seniors from Parkrose High School at our offices in Tigard, OR. Our VP of Sales spoke with the students about broadcast employment opportunities. Additionally, he conducted mock job interview sessions with the students to help prepare them for post-graduation job hunting.	1	VP of Sales
6	9/14/2016	Hosting of Job Fair	On September 14, 2016, our SEU hosted an open house job fair in the T-Mobile Lounge at our offices in Tigard, OR. The job fair was promoted on-air and online, inviting applicants interested in a Sales Radio Advertising career to attend. Our 3 VP's of Sales and Regional VP of Sales attended the event to meet with prospective candidates.	4	VP of Sales VP of Sales VP of Sales Regional VP of Sales