

**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")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|-------------------------------------|--|-------------------------------|
| On-Air Host                         | 1-20, 22-23, 25, 28-31, 33-37, 39-41,<br>43-54, 56-57, 59  | 12                            |
| News Anchor/Reporter                | 1-23, 27-31, 33-57, 59                                     | 22                            |
| Partner Relations Manager           | 1-24, 26-37, 39-54, 56-59                                  | 22                            |
| Digital Traffic Manager - NW Region | 1-11, 13-23, 26-31, 33-37, 39-54, 56-59                    | 26                            |
| Graphic Designer                    | 1-11, 13-23, 26-31, 33-37, 39-54, 56-59                    | 26                            |
| On Air Talent                       | 1-11, 13-23, 27-36, 39-43, 45-54, 56-<br>57, 59            | 32                            |

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| <b>RS<br/>Number</b> | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|--|--|---|
| 1                    | African American Chamber<br>9909 SE Adams #2979<br>Clackamas, Oregon 97015<br>Phone : 503-244-5794<br>Email : roy@oregonbusinessnetwork.com<br>Roy Jay                           | N  | 0   |
| 2                    | Art Institute of Portland<br>1122 NW Davis St<br>Portland, Oregon 97209<br>Phone : 503-228-6528<br>Jonathan Scrimenti<br>Manual Posting  | N  | 0   |
| 3                    | Asian Health & Service Center<br>3430 SE Powell Blvd<br>Portland, Oregon 97202<br>Phone : 503-872-8822<br>Email : dchiu@ahscpx.org<br>Daniel Chiu                                | N  | 0   |
| 4                    | Career Makers<br>5200 SW Meadows Rd Suite 150<br>Lake Oswego, Oregon 97035<br>Phone : 503-699-3192<br>Email : peter@careermakers.com<br>Peter Paskill                            | Y  | 0   |
| 5                    | Central City Concern<br>Employment Access Center 2 NW Second Ave<br>Portland, Oregon 97209<br>Phone : 503-226-7387 x 234<br>ShaRee Rhone<br>Manual Posting                       | Y  | 0   |
| 6                    | City University<br>1498 SE Tech Center Pl Ste 130<br>Vancouver, Washington 98683<br>Phone : 800-474-6850<br>Job Placement<br>Manual Posting                                      | Y  | 0   |
| 7                    | Clackamas Community College<br>19600 S Molalla Career Services Dept/Tom Brown<br>Oregon City, Oregon 97045<br>Phone : 503-657-6958<br>Email : thomasb@clackamas.edu<br>Tom Brown | N  | 0   |

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

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

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

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

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

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|----------------------|--|--|---|
| 44                   | SimplyHired<br>2513 Charleston Rd #200<br>Mountain View, California 94043<br>Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a><br>Online Source<br>Manual Posting                          | N  | 0   |
| 45                   | Station Website - K272EL<br>13333 SW 68th Pkwy Ste 310<br>Tigard, Oregon 97223<br>Phone : 503-323-6400<br>Url : <a href="http://www.radio1023.com">www.radio1023.com</a><br>Kelsie Loos<br>Manual Posting          | N  | 0   |
| 46                   | Station Website - K279BO<br>13333 SW 68th Pkwy Ste 310<br>Tigard, Oregon 97223<br>Phone : 503-323-6422<br>Kelsie Loos<br>Manual Posting  | N  | 0   |
| 47                   | Station Website - KEX<br>13333 SW 68th Pkwy Ste 310<br>Tigard, Oregon 97223<br>Phone : 503-323-6400<br>Url : <a href="http://www.1190kex.com">http://www.1190kex.com</a><br>Kelsie Loos<br>Manual Posting          | N  | 0   |
| 48                   | Station Website - KFBW<br>13333 SW 68th Pkwy Ste 310<br>Tigard, Oregon 97223<br>Phone : 503-323-6400<br>Url : <a href="http://www.1059thebrew.com">http://www.1059thebrew.com</a><br>Kelsie Loos<br>Manual Posting | N  | 0   |
| 49                   | Station Website - KKCW<br>13333 SW 68th Pkwy Ste 310<br>Tigard, Oregon 97223<br>Phone : 503-323-6400<br>Url : <a href="http://www.k103.com">http://www.k103.com</a><br>Kelsie Loos<br>Manual Posting               | N  | 0   |



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|------------------|--|--|---|
| 50               | Station Website - KKRZ<br>13333 SW 68th Pkwy Ste 310<br>Tigard, Oregon 97223<br>Phone : 5033236400<br>Url : <a href="http://www.z100portland.com">http://www.z100portland.com</a><br>Kelsie Loos<br>Manual Posting   | N  | 0   |
| 51               | Station Website - KLTH<br>13333 SW 68th Pkwy Ste 310<br>Tigard, Oregon 97223<br>Phone : 503-323-6400<br>Url : <a href="http://www.portlandoldies.com">http://www.portlandoldies.com</a><br>Kelsie Loos<br>Manual Posting   | N  | 0   |
| 52               | Station Website - KPOJ<br>13333 SW 68th Pkwy Ste 310<br>Tigard, Oregon 97223<br>Phone : 503-323-6400<br>Url : <a href="http://www.foxsportsradio620.com">http://www.foxsportsradio620.com</a><br>Kelsie Loos<br>Manual Posting   | N  | 0   |
| 53               | Station Website - KXJM<br>13333 SW 68th Pkwy Ste 310<br>Tigard, Oregon 97223<br>Phone : 503-323-6400<br>Url : <a href="http://www.jamn107.5.com">http://www.jamn107.5.com</a> , previously<br><a href="http://www.wild1075.com">http://www.wild1075.com</a><br>Kelsie Loos<br>Manual Posting | N  | 0   |
| 54               | Sumner College<br>15115 SW Sequoia Pkwy Ste 200<br>Tigard, Oregon 97224<br>Phone : 503-223-5100<br>Career Services<br>Manual Posting   | N  | 0   |
| 55               | The Oregonian<br>1320 SW Broadway<br>Portland, Oregon 97201<br>Phone : 503-221-8474<br>Sara Pacer<br>Manual Posting  | N  | 0   |

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|--|--|--|---|
| 56   | University of Oregon<br>Career Center Employment Services PO Box 3257<br>Eugene, Oregon 97403<br>Phone : 541-346-3235<br>Email : internships@jcomm.uoregon.edu<br>Sally Garner     | N  | 0   |
| 57   | Urban League of Portland<br>10 N Russel St<br>Portland, Oregon 97227<br>Phone : 503-280-2600 ext 640<br>Email : uljobs@ulpdx.org<br>Debra Lindsay                                  | Y  | 0   |
| 58   | VelvetJobs<br>1400 N Martel Ave 108<br>Los Angeles, California 90046<br>Url : <a href="http://www.velvetjobs.com">http://www.velvetjobs.com</a><br>Online Source<br>Manual Posting | N  | 0   |
| 59   | Willamette University<br>900 State Stereet Career Services<br>Salem, Oregon 97301<br>Phone : 503-370-6300<br>Email : cs-job-postings@willamette.edu<br>Connie Ralph                | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>26</b>   |

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|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>  | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>  |
|---|-------------|--|---|---|---|
| 1 | 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<br>VP of Sales<br>VP of Sales<br>VP of Sales<br>Program Director |
| 2 | 9/14/2016   | Hosting of Job Fair  | On September 14, 2016, our SEU hosted a 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<br>VP of Sales<br>VP of Sales<br>Regional VP of Sales                                   |