

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015- September 30, 2016**

**I. VACANCY LIST**

See **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>
KXRO Morning Show Host	4-8	8

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015- September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<b>WorkSource Grays Harbor</b> ( <i>Washington State Employment Services posting jobs on State job bank and in its offices throughout State</i> ) Mike Mitchner (360)538-2340 511 W. Heron Street Aberdeen, WA 98520	No	0
2	<b><u>The Daily World</u></b> Classified AD manager (360)532-4000 315 South Michigan Street Aberdeen, WA. 98520 <a href="http://www.thedailyworld.com">www.thedailyworld.com</a>	No	0
3	<b>Washington State Broadcasters Association</b> ( <i>Job Bank</i> ) Mark Allen (360)705-0774, Fax (360)705-0873 724 Columbia Street NW, Suite 310 Olympia, WA 98501 <a href="http://www.wsab.org">www.wsab.org</a>	No	0
4	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	1
5	<b>Alpha Media Corporate Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	0
6	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	1
7	<b>Internal Posting</b>	No	0
8	<b>Word-of-Mouth Referral</b>	No	2
9	<b>Walk-In/Self-Referral</b>	No	0
10	<b>Bates Technical College</b> Shirley Miller 1101 South Yakima Avenue Tacoma, WA 98405 (253)680-7240, Fax (253)680-7001	No	0
11	<b>Grays Harbor College</b> Brad Duffy, Communications Instructor 1620 Edward P Smith Drive Aberdeen, WA 98520 (360)538-4218, Fax (36)538-4298	No	0

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)  
EEO PUBLIC FILE REPORT  
October 1, 2015- September 30, 2016**

<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 12-month period</b>
12	<b>Washington State University</b> (509)335-9107 <a href="http://www.careers.wsu.edu">www.careers.wsu.edu</a> (WSU Career Track job posting)	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			4

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)**

**EEO PUBLIC FILE REPORT**

**October 1, 2015- September 30, 2016**

**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, our SEU hosted one intern from Grays Harbor College. This student was supervised by and “shadowed” our KDUX Program Director and assisted with research, show preparation and preparation for off-site events. The intern was also encouraged to contribute to the KDUX morning show, when appropriate.
<b>2</b>	Participate in event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On November 20, 2015, our SEU’s Operations Manager and KXXK Program Director participated in the “Focus on Your Future” career fair sponsored by Weatherwax High School-Aberdeen School District No. 5, during which they spoke with students/attendees about career opportunities in radio as well as job openings within the SEU.
<b>3</b>	Management-level training regarding preventing discrimination and harassment	During this reporting period, our SEU’s Market, Operations and Business Managers completed an online course entitled, “Sexual Harassment - What Supervisors Need to Know,” presented by ThinkHR. This course provided information about understanding, addressing and preventing sexual harassment in the workplace.