

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS STATED IN SECTION I, NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted one student intern from Gray Harbor College. This student was supervised by and “shadowed” our KDUX Program Director and assisted with research as well as preparation for radio shows and off-site events. The intern was also encouraged to contribute to the KDUX morning show, when appropriate.
2	Participate in event or program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 17, 2017, 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 and attendees about career opportunities in radio as well as job openings and internships within the SEU.
3	Management-level training addressing equal employment opportunity and preventing discrimination	On September 22, 2017, our SEU’s Market Manager completed an online course entitled, “EEO & Lawful Hiring,” presented by ThinkHR. This course covered the Equal Employment Opportunity laws that guide an employer's recruiting efforts as well as how to help ensure hiring practices are fair and lawful.