

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016- September 30, 2017<sup>1</sup>**

**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>
<b>NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.</b>		

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<sup>1</sup> This report was modified in April 2018 to address reporting issues.

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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 12-month period</b>
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**

	<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 News Director and assisted with research, show preparation and preparation for off-site events. The intern was also encouraged to contribute to the 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 18, 2016, 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 equal employment opportunity and preventing discrimination	During this reporting period, our SEU’s Market Manager completed an online course entitled, “EEO & Lawful Hiring” presented by ThinkHR. As a manager, it is essential to use recruitment strategies that attract the right candidates. But just as important is the avoidance of discrimination, both intentional and unintentional. This course covers the Equal Employment Opportunity laws that guide your employer's recruiting efforts and how to help ensure hiring practices are fair and lawful.