

**KBFF(FM), KINK(FM), KXL(FM), KXTG(AM), KUPL(FM), KUFO(AM),
and employees at KWEE(FM)
EEO PUBLIC FILE REPORT
October 1, 2015-September 30, 2016¹**

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
General Sales Manager of New Business Development	17*	17
Account Executive	1, 3-7, 13-17	17
Account Executive	1, 3-7, 13-17	17
Account Executive	1, 3-7, 13-17	17
Account Executive	1, 3-7, 13-17	1
Account Executive	1, 3-7, 13-17	17
Interactive Producer	1-18	17
Interactive Producer	1-18	18
Interactive Producer	1-18	1
98.7 The Bull Program Director	1-17	1
Midday Anchor/Traffic Reporter	1-17	17
Midday Anchor/Traffic Reporter	1-17	6
Traffic Manager	1-17	17
On-Air Talent – Live 95.5	1-17	1
Morning Show Producer – 98.7 The Bull	1-17	17
KXL Program Director	1-17	6
Sales Assistant	1-17	17
Portland Marketing Director	1-17, 20	20
Marketing Consultant	1-17	17
Marketing Consultant	1-17	17
Marketing Consultant	1-17	17

**exigent circumstances*

¹ This Report includes recruitment activity through September 20, 2016 pursuant to the FCC’s grace period policy.

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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
1	Alpha Media Careers Website www.alphamediausa.com/careers	N	9
2	Craigslist www.portland.craigslist.org	N	0
3	Indeed www.indeed.com	N	1
4	The Oregon Association of Broadcasters Attn: Shannon Johnson Shannon@theoab.org (503) 443-2299	N	0
5	Radio Online www.radioonline.com	N	0
6	All Access www.allaccess.com	N	8
7	Traffic Directors Guild of America Attn: Larry Keene tdga@cox.net	N	0
8	University of Oregon Career Center https://career.uoregon.edu/ 70 NW Couch St., Suite 241 Portland, OR 97209 (503) 412-3701	N	0
9	Mt. Hood Community College Attn: Rosemary Reynolds Rosemary.reynolds@mhcc.edu	N	0
10	Portland State University www.pdx.edu/careers (503) 725-4005	N	0
11	Portland Community College www.pcc.edu/resources/careers	N	0
12	University of Portland www.up.edu/career (503) 943-7201	N	0
13	Worksource Oregon Attn: John Concepcion John.t.concepcion@oregon.gov	Y	0
14	Goodwill Job Connection Attn: Ken Buckles kbuckles@gicw.org (971) 229-0757	Y	0
15	Exceed Enterprises Attn: John Canda jcanda@exceedpdx.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Internal Job Posting/Candidate	N	1
17	Word-of-Mouth Referral	N	26
18	SEU Job Fair	N	1
19	Walk-In/Self-Referral	N	0
20	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	Alpha Media Portland participated in the Lewis and Clark Career Fair located at Smith Hall on the university's campus. Station participants included two sales managers, our Director of Sales, our SVP/Market Manager, an Account Executive, and a street team member. During the scheduled fair, which took place on February 25, 2016, the attendees spoke with roughly 100 prospective candidates along with handing out information on current job openings at Alpha Media.
2	Internship Program – Promotions	Alpha Media Portland regularly hosts interns from local universities to introduce students to the broadcast industry, allowing them to work closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During this reporting period, one (1) intern worked with our Promotions department for all six stations. The intern was from Gonzaga University, and assisted with development and execution of programming- and sales- based promotions, onsite event execution as well as project management software. She also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.
3	Internship Program – Programming	Alpha Media Portland regularly hosts interns from local universities to introduce students to the broadcast industry, allowing them to work closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During this reporting period, seven (7) interns worked with our Programming department as detailed below, and assisted with social media efforts, on-air content development, production and board operations. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting. KXTG (6): Pacific University, University of Oregon, Gonzaga University, and Clackamas Community College. KUPL (1): Washington State University.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Alpha Media Portland participated in a job shadow program the week of June 6-10, 2016, in which four (4) students from the Lundquist College of Business at the University of Oregon shadowed members of our sales, programming, live performance lounge, and digital departments, respectively, for one full day.
6	Management-level training regarding equal employment opportunity and preventing discrimination	On March 2, 2016, two managers in our promotions department attended an event at Exceed Enterprises, which provides vocational training and placement for individuals with disabilities. The training covered how to promote inclusiveness in the workplace specific to individuals of all disabilities and how to attract more candidates with disabilities.