

**KBFF(FM), KINK(FM), KXL-FM, KXTG(AM), KUPL(FM), KUFO(AM),
and employees at KWEE(FM)
EEO PUBLIC FILE REPORT
October 1, 2016-September 30, 2017¹**

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
On-Air Personality	1-5, 7-8, 14	1
Promotions Director	14*	14
Market Manager	14*	14
Board OP	1-8, 14, 17	17
Board OP	1-5, 7-8, 14	14
Local Sales Manager	1-5, 7-8, 14	14
Account Executive	1-5, 7-8, 14	14
Local Sales Manager	1-5, 7-8, 14	14
Account Executive	1-5, 7-8, 14	14
On-Air Personality	1-5, 7-8, 14	1
Program Director	14*	14
Sales Assistant	1-5, 7-8, 14	14
Anchor/Board OP	1-8, 14	14
On-Air Personality	14*	14
On-Air Personality	14*	14
On-Air Personality	1-5, 7-8, 14	14
Account Executive	1-5, 7-8, 14	14
Account Executive	1-5, 7-8, 14	14
Anchor/Board OP	1-8, 14	6

**Exigent circumstances*

¹ This Report includes recruitment activity from September 21, 2016 through September 20, 2017 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	13
2	KINK Station Website (link to Alpha Media Careers Site) www.kink.fm	N	0
3	Indeed www.indeed.com	N	0
4	KUPL Station Website (link to Alpha Media Careers Site) www.987thebull.com	N	0
5	KBFF Station Website (link to Alpha Media Careers Site) www.live955.com	N	0
6	All Access www.allaccess.com	N	2
7	KXL Station Website (link to Alpha Media Careers Site) www.kxl.com	N	0
8	KXTG Station Website (link to Alpha Media Careers Site) www.1029thegame.com	N	0
9	Skype Live Studio www.pdxlivestudio.com	N	0
10	Worksource Oregon Attn: John Concepcion John.t.concepcion@oregon.gov	Y	0
11	Goodwill Job Connection Attn: Ken Buckles kbuckles@gicw.org (971) 229-0757	Y	0
12	Exceed Enterprises Attn: John Canda jcanda@exceedpdx.com	Y	0
13	Internal Job Posting/Candidate	N	0
14	Word-of-Mouth Referral	N	25
15	SEU Job Fair	N	0
16	Walk-In/Self-Referral	N	4
17	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			33

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Management-level training regarding equal employment opportunity and preventing discrimination	On August 24, 2017, our Business Manager attended a comprehensive training webinar entitled, "FCC's Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media" presented by Alpha's communications counsel, Wiley Rein LLP.
2	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, (3) 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 (1): Marylurst Univ. KUPL (2): WSU Vancouver, Arizona State (Online)