

**KBFF(FM), KINK(FM), KXL-FM, KXTG(AM),
 KUPL(FM), KUFO(AM) and employees at KWEE (FM)
 EEO PUBLIC FILE REPORT
 October 1, 2017-September 30, 2018¹**

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
Digital Content Specialist	16 (temp to full-time)	16 (temp to full-time)
Business Office Assistant	1-2, 4-7	2
News Reporter/Writer	17*	17
Producer/Managing Assignment Editor	17*	17
News Reporter/Traffic Reporter	17*	17
Producer/On-Air Talent/Board Op	1-3, 5, 16	16
On-Air Personality	1-7, 11	2
On-Air Personality	1-7, 11	2
On-Air Personality	1-7, 11	2
Account Executive	1-2, 11-13, 15	13
Account Executive	1-2, 11-13, 15	13
Account Executive	1-2, 11-13, 15	15
Account Executive	1-2, 11-13, 15	15
Sales Coordinator	1-2, 5-7	2
Sales Coordinator	1-2, 5-7	2

**Exigent Circumstances*

¹ This Report includes recruitment activity from September 21, 2017 through September 30, 2018.

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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	2
2	Indeed www.indeed.com	N	21
3	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu, CA 90265 (310) 457-6616 www.allaccess.com	N	0
4	Bloodworks Live Studio 1211 SW 5 th Avenue, Suite 600 Portland, OR 97204 (503) 517-6200 www.pdxlivestudio.com	N	0
5	WorkSource Oregon Portland Metro-Tualatin 7995 SW Mohawk Street Tualatin, OR 97062 Contact: Mariam Nolte (503) 257-4473 www.worksourceoregon.org/	Y	0
6	Goodwill Job Connection Attn: Ken Buckles kbuckles@gicw.org (971) 229-0757	Y	0
7	Exceed Enterprises 5285 SE Mallard Way Milwaukie, OR 97222 (503) 652-9036 Attn: Sheena Cooper sheenac@exceedpdx.com	Y	0
8	Robert Half Staffing Agency 222 SW Columbia St, Suite 1100 Portland, OR 97201 (503)265-5020 www.roberthalf.com	N	0
9	National Assoc of Broadcasters www.nab.org	N	0
10	Sportscasters Talent Agency of America www.staatalent.com	N	0
11	On-Air Announcements (<i>one or more stations</i>)	N	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Internal Job Posting	N	0
13	Word-of-Mouth Referral	N	2
14	Job Fair (<i>see Sec. III</i>)	N	0
15	Walk-In/Self-Referral	N	3
16	Internal Transfer/Promotion	N	2
17	Former Employee (Rehire)	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in event/program sponsored by or on behalf of a professional organization regarding careers in broadcasting	From July 16-July 25, 2018, our Director of Sales served as a guest faculty instructor at the Hubbard Radio Talent Institute at Central Washington University in Ellensburg, WA. The Institute brings broadcast professionals together from around the state and country to teach an intensive 10-day summer program. It is known as a “go-to” place to find talented young broadcasters entering the industry. Our Director Sales provided instruction on the sales side of radio to a class of 25 students.
2	Internship Program	Our SEU 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, we hosted an intern from Portland State University in our Programming department, who assisted with social media efforts, on-air content development, production and board operations. The student also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.