

**KBFF (FM), KINK (FM), KXL-FM, KXTG (AM), KUPL (FM),
KUFO (AM)**

EEO PUBLIC FILE REPORT

October 1, 2023-September 30, 2024

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
Account Executive	1-4	4
SVP-Market Manager	1-4, 32	32
Account Executive	1-4	1
Account Executive	1-4	1
Account Executive	1-4	1
Producer/On Air Talent	1-4	2
Producer/On Air Talent	1-4	37
Producer/On Air Talent	1-4, 36	36
Content Director	1-4, 36	36

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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 12-month period
1	Alpha Media Careers Website Website: www.alphamediausa.com/careers	No	22
2	indeed.com Website: www.indeed.com	No	11
3	Glassdoor.com Website: www.glassdoor.com	No	0
4	Linkedin.com Website: www.linkedin.com	No	7
5	Circa/Diversity Jobs Website: CircaWorks.com	No	0
6	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu, CA 90265 (310) 457-6616 Website: www.allaccess.com	No	0
7	Oregon Association of Broadcasters (OAB) Website: www.theoab.org/careers/job-industry	No	0
8	WA State Association of Broadcasters (WSAB) Contact: Keith Shipman Email: kshipman@wsab.org	No	0
9	National Alliance of State Broadcasters Association (NASBA) Website: Careerpage.org	No	0
10	Sportscasters Talent Agency of America www.staatalent.com	No	0
11	Broadcast Engineer Job Boards Oregon Chapter SBE124.org SBE-PDX (300 members) OR-ENG (50 members) SBE Chapters in Seattle, Eugene, Medford, and Sacramento	No	0
12	Alliance for Women In Media Website: allwomeninmedia.org (paid membership required)	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	WorkSource Oregon Portland Metro-Tualatin 7995 SW Mohawk Street Tualatin, OR 97062 Contact: Jerry Lang Jerry.M.LANG@employ.oregon.gov Phone (503)257-4473 Website: www.worksourceoregon.org/	No	0
14	Goodwill Job Connection Attn: Brenda Courtright Email: bcourtright@gicw.org (email job postings to Brenda) (503) 238-6197 Website: goodwilljobconnection.org	No	1
15	Urban League of Portland www.ulpdx.org P: 503.280.2600, ext 620 (paid membership only)	No	0
16	College/University Referral	No	0
17	Arizona State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
18	Eastern Oregon University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
19	Eastern Washington University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
20	Gonzaga University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
21	Idaho State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Oregon State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
23	Portland State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
24	Southern Oregon University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
25	University of Oregon (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
26	University of Portland (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
27	University of Washington (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
28	Washington State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
29	Whitman College (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	No	0
30	On-Air Announcements (<i>one or more stations</i>)	No	3
31	Internal Job Posting	No	0
32	Word of Mouth/Internal Referral	No	3
33	Alpha Media Virtual Career Fair	No	0
34	Job Fairs	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
35	Walk-In/Self Referral	No	0
36	Internal Transfer/Promotion	No	2
37	Former Employee (Rehire)	No	1
38	Zip Recruiter Website: www.ziprecruiter.com		2
Total Interviews			47

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Management-level training addressing diversity, equal employment opportunity and preventing discrimination.	September 2024, two of our SEU’s Content Directors took part in the training “Sustaining Diversity, Equity” presented by Mineral.
2	Management-level training addressing diversity, equal employment opportunity and preventing discrimination.	September 2024, two of our SEU’s Content Directors took part in the training “Understanding Unconscious Bias” presented by Mineral.
3	Management-level training addressing diversity, equal employment opportunity and preventing discrimination.	September 2024, two of our SEU’s Content Directors took part in the training “Strategies for Tackling Unconscious Bias” presented by Mineral.
4	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	During the period of May-July 2024 this SEU’s HR and Management team created an internal training program. This program was used to mentor and give guidance to an internal applicant during an application period. This trainee was given supervisory duties, shown how to use the tools for staff scheduling and was trained in recruitment, coaching, and other internal processes.
5	Other activity designed to help disseminate information about broadcast employment opportunities.	For the time period of 9/11/2024-9/30/2024, all Stations in the SEU ran the PSA “Careers in Broadcasting” at least 2-3 times per week. These spots focused on radio and TV careers.
6	Participate in job banks, Internet Programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	<p>Posted a website banner on all six of the SEU’s stations websites to direct interested persons to resources to gather more information on a broadcast career.</p> <p>For the time period of 9/11/2024-9/30/2024 all six of the SEU’s stations ran a PSAs with our EEO Statement declaring broad outreach and directing potential applicants to our careers website and human resources for more information.</p>