

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022-September 30, 2023**

**I. VACANCY LIST**

See Section II, the “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>
Market Manager	5, 10, 11, 12, 13	5
Account Executive	5, 8, 10, 11, 12, 13	8

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<b>WorkSource Grays Harbor</b> ( <i>Washington State Employment Services posting jobs on State job bank and in its offices throughout State</i> ) (360)538-2350 415 W Wishkah Street #2d Aberdeen, WA 98520	No	0
2	<b>The Daily World</b> Classified AD manager (360)532-4000 315 South Michigan Street Aberdeen, WA. 98520 <a href="http://www.thedailyworld.com">www.thedailyworld.com</a>	No	0
3	<b>Washington State Broadcasters Association</b> ( <i>Job Bank</i> ) Keith Shipman (360)705-0774, Fax (360)705-0873 <a href="mailto:PO BOX 18026">PO BOX 18026</a> <a href="mailto:Spokane, WA 99228">Spokane, WA 99228</a> <a href="http://www.wsab.org">www.wsab.org</a>	No	0
4	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
5	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	2
6	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
7	<b>Internal Posting</b>	No	0
8	<b>Word-of-Mouth Referral</b>	No	1
9	<b>Walk-In/Self-Referral</b>	No	0
10	<b>Indeed.com</b> ( <i>automated posting from Alpha Media careers website</i> )	No	0
11	<b>LinkedIn.com</b> ((automated posting from Alpha Media careers website)	No	0

Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	<b>Glassdoor.com</b> (automated posting from Alpha Media careers website)	Yes	0
13	<b>Ziprecruiter.com</b> (automated posting from Alpha Media careers website)	Yes	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			3

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Outreach and recruitment	<p>During this reporting period, SEU’s Program Director participated at career fair for Aberdeen High School (Future Options day) on October 26, 2022. He provided career instruction and mentoring for those interested in a broadcasting career.</p> <p>On December 2, 2022, our Afternoon Personality participated at Hoquiam High School Career Fair as the Keynote speaker on radio and media and performed a 2 hour in class interview and presentation on broadcasting.</p> <p>On September 13, 2022 SEU’s Afternoon Personality performed a guided tour of the radio facility for High School students interested in broadcasting.</p>
<b>2</b>	Management-level training addressing equal employment opportunity and preventing discrimination	<p>On September 15, 2023, our SEU’s Market Manger and Business Manager completed a webinar on The FCC’s Equal Opportunity Rules.</p> <p>On September 15, 2023 SEU’s Business Manager completed Mineral HR online training entitled, “Preventing Workplace Violence” provided by Alpha Media.</p> <p>On September 19, 2023 SEU’s Business Manager completed Mineral HR online training entitled, “Preventing Employment Discrimination” provided by Alpha Media.</p> <p>On September 22, 2023 SEU’s Business Manager completed Mineral HR online training entitled, “Disability Discrimination ad Accommodation” provided by Alpha Media.</p> <p>On September 22, 2023 SEU’s Business Manager completed Mineral HR online training entitled, “workplace Harassment” provided by Alpha Media.</p>