

KXRO(AM), KDUX-FM, KXXK(FM), KWOK(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
No full time positions were filled during this reporting year		

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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	WorkSource Grays Harbor (<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	The Daily World Classified AD manager (360)532-4000 315 South Michigan Street Aberdeen, WA. 98520 www.thedailyworld.com	No	0
3	Washington State Broadcasters Association (<i>Job Bank</i>) Keith Shipman (360)705-0774, Fax (360)705-0873 PO BOX 18026 Spokane, WA 99228 www.wsab.org	No	0
4	All Access Website www.allaccess.com	No	0
5	Alpha Media Careers Website www.alphamediausa.com/careers	No	0
6	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
7	Internal Posting	No	0
8	Word-of-Mouth Referral	No	0
9	Walk-In/Self-Referral	No	0
10	Indeed.com (<i>automated posting from Alpha Media careers website</i>)	No	0
11	LinkedIn.com (<i>automated posting from Alpha Media careers website</i>)	No	0

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

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	<p>During this reporting period, SEU’s Program Director participated at the career fair for Aberdeen High School (Future Options day) on October 25, 2023. He provided career instruction and mentoring for those interested in a broadcasting career.</p> <p>On July 22, 2024, our SEU’s Afternoon Personality performed a guided tour of the radio facility for Grays Harbor College interested in broadcasting.</p>
2	Management-level training addressing equal employment opportunity and preventing discrimination	<p>During this reporting period, SEU’s Market Manager participated in Workplace Violence and Bullying Prevention 2.0 On November 15, 2023, provided by Alpha Media.</p> <p>During this reporting period, SEU’s Market Manager participated in Sexual Harassment Prevention for Managers 1.0 On November 13, 2023, provided by Alpha Media.</p> <p>During this reporting period, SEU’s Market Manager participated Sexual Harassment Prevention 1.0 On November 13, 2023, provided by Alpha Media.</p> <p>During this reporting period, SEU’s Market Manager participated in Creating Value Through Diversity and Inclusion - Understanding Unconscious Bias 3.0 On September 30, 2024, provided by Alpha Media.</p>