

**KBFF(FM), KINK(FM), KXL-FM,  
KXTG(AM), KUPL(FM), KUFO(AM)  
EEO PUBLIC FILE REPORT  
October 1, 2021 - September 30, 2022**

**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>
Broadcast/Studio Engineer	1-9, 11, 13-14, 32	3
Content Director KXL KXTG KUFO	1-3, 6-9, 12, 14, 30, 32	32
Content Director WE KINK-HD2	1-3, 6-9, 12, 30, 32	32
Content Producer/Update Anchor KXTG	1-4, 6-10, 13-14, 30	4
Digital Sales Specialist	1-4, 6-9, 14, 17-29	2
Live Performance Lounge Manager	1-4, 6-9, 14, 37	37
Media Sales Strategist	1-4, 6-9, 13-14, 23, 25	1
News/Traffic Reporter	1-4, 6-9, 13-14, 18-19, 21-28, 30, 32	2
On-Air Personality 98.7 The Bull	Exigent Circumstances	32
Producer/Content Editor/Update Anchor	1-3, 6-9, 14, 32	32
Producer/Update Anchor KXL-FM	1-4, 7-8, 36	36
Programming/Content Director KBFF	1-4, 6-9, 30, 32	32
Promotions Coordinator	1-8, 30, 32	32
Promotions Director	1-8, 30, 32, 37	37
Reporter/Update Anchor KXL-FM News	1-9, 30, 32, 37	37
Sr. Media Executive	1-4, 6-9, 14, 37	37
Sr. Media Sales Strategist	1-4, 6-9, 14, 18-20, 30, 32, 36	36
Sr. Media Sales Strategist	1-4, 6-9, 13-14, 18-28, 30, 32	32

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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	<b>Alpha Media Careers Website</b> Website: <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	N	6
2	<b>indeed.com</b> Website: <a href="http://www.indeed.com">www.indeed.com</a>	N	11
3	<b>glassdoor.com</b> Website: <a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	1
4	<b>linkedin.com</b> Website: <a href="http://www.linkedin.com">www.linkedin.com</a>	N	7
5	<b>Circa/Diversity Jobs</b> Website: <a href="http://CircaWorks.com">CircaWorks.com</a> (NEW 5/2022)	N	
6	<b>All Access Music Group</b> 24955 Pacific Coast Highway, C303 Malibu, CA 90265 (310) 457-6616   Website: <a href="http://www.allaccess.com">www.allaccess.com</a>	N	6
7	<b>Oregon Association of Broadcasters (OAB)</b> Website: <a href="http://www.theoab.org/careers/job-industry">www.theoab.org/careers/job-industry</a>	N	
8	<b>WA State Association of Broadcasters (WSAB)</b> Contact: Keith Shipman Email: <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a>	N	
9	<b>National Alliance of State Broadcasters Association (NASBA)</b> Website: <a href="http://Careerpage.org">Careerpage.org</a>	N	
10	<b>Sportscasters Talent Agency of America</b> <a href="http://www.staatalent.com">www.staatalent.com</a>	N	1
11	<b>Broadcast Engineer Job Boards</b> <b>Oregon Chapter SBE124.org</b> SBE-PDX (300 members) OR-ENG (50 members) SBE Chapters in Seattle, Eugene, Medford, and Sacramento	N	
12	<b>Alliance for Women In Media</b> Website: <a href="http://allwomeninmedia.org">allwomeninmedia.org</a> (paid membership required)	N	
13	<b>WorkSource Oregon</b> Portland Metro-Tualatin 7995 SW Mohawk Street Tualatin, OR 97062 Contact: Mariam Nolte (503) 257-4473 Website: <a href="http://www.worksourceoregon.org/">www.worksourceoregon.org/</a>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Goodwill Job Connection</b> Attn: Brenda Courtright Email: bcourtright@gicw.org (email job postings to Brenda) (503) 238-6197 Website: goodwilljobconnection.org	N	
15	<b>Urban League of Portland</b> w www.ulpdx.org P: 503.280.2600, ext 620 (paid membership only)	N	
16	<b>College/University Referral</b>	N	
17	<b>Arizona State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com		
18	<b>Eastern Oregon University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
19	<b>Eastern Washington University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
20	<b>Gonzaga University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
21	<b>Idaho State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
22	<b>Oregon State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
23	<b>Portland State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	<b>1</b>
24	<b>Southern Oregon University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
25	<b>University of Oregon</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	<b>1</b>

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	<b>University of Portland</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
27	<b>University of Washington</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
28	<b>Washington State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
29	<b>Whitman College</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
30	<b>On-Air Announcements</b> (one or more stations)	N	<b>1</b>
31	<b>Internal Job Posting</b>	N	
32	<b>Word-of-Mouth/Internal Referral</b>	N	<b>29</b>
33	<b>Alpha Media Virtual Career Fair</b>	N	
34	<b>Job Fairs</b> (see section III)	N	
35	<b>Walk-In/Self-Referral</b>	N	
36	<b>Internal Transfer/Promotion</b>	N	<b>2</b>
37	<b>Former Employee (Rehire)</b>	N	<b>4</b>
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>70</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
	Management-level training addressing equal employment opportunity and preventing discrimination.	<p>Our SEU’s management staff (see below) completed a ThinkHR, online training program entitled <b>“Harassment Prevention for US Managers,”</b> provided by Alpha Media.</p> <p>Content Director KBFF 10/22/21            General Sales Manager 10/25/21            Business Manager 11/16/21            General Sales Manager 12/6/21            Content Director KINK 12/16/21</p>
	Management-level training addressing equal employment opportunity and preventing discrimination.	<p>Our SEU’s management staff (see below) completed a ThinkHR, online training program entitled <b>“Managers Guide to Diversity, Inclusion, Accommodation for Managers,”</b> provided by Alpha Media.</p> <p>Content Director KBFF 10/22/21            General Sales Manager 10/25/21            Business Manager 11/16/21            Content Director KINK 12/15/21            General Sales Manager 12/16/21</p>
	Management-level training addressing equal employment opportunity and preventing discrimination.	<p>Our SEU’s management staff (see below) completed a ThinkHR, online training program entitled <b>“Preventing Bullying &amp; Violence,”</b> provided by Alpha Media.</p> <p>Content Director KBFF 10/22/21            General Sales Manager 10/25/21            Business Manager 11/16/21            Content Director KINK 12/2/21            General Sales Manager 12/17/21</p>

	<p>Management-level training addressing equal employment opportunity and preventing discrimination.</p>	<p>On November 9, 2021, our SEU’s Business Manager and Recruitment Assistant who assists with EEO compliance participated in a webinar presented by HireRight entitled, <b>“Q3 Compliance Update: A Call to Action.”</b> A recap of new legislation and litigation affecting employers, including Ban the Box laws, Fair Chance Laws, Pay Equity Advances, Privacy Measures, Cannabis Reform, and Covid-19 return to work considerations were provided.</p>
	<p>Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting.</p>	<p>On March 11, 2022 our SEU participated in a <b>Careers in Radio Broadcasting event at Benson Polytechnic High School in Portland, OR.</b> The station representative for this event was our Morning KXL-FM News Co-Anchor, who provided two, 45-minute presentations. Topics included news writing skills, interview skills/techniques, audio editing, and the importance of factual stories that cover all sides of an issue. Each presentation was followed by a Q&amp;A specific to careers in the radio broadcast industry with topics ranging from how to break into the business to educational requirements.</p> <p>Class 1/Juniors: 19 Class2/Seniors: 10</p>
	<p>Management-level training addressing equal employment opportunity and preventing discrimination.</p>	<p>On September 20, 2022, our SEU’s SVP Market Manager completed an FCC EEO training webinar entitled, <b>“EEO Compliance &amp; Recruiting: The Great Reimagination,”</b> presented by the Oregon Association of Broadcasters, that provided an in-depth overview focusing on Broad Outreach, Demand Notifications, Supplemental Outreach, Documentation Requirements, and Pipelining, aka Relationship Recruiting.</p>