

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018-September 30, 2019**

**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>
Sales Account Executive	1, 3, 5-6, 8, 10	6

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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> ) Loretta Thomas (360)538-2340 511 W. Heron Street 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 11341">PO BOX 11341</a> <a href="mailto:Tacoma, WA 98411-0341">Tacoma, WA 98411-0341</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	0
6	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	2
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>Grays Harbor College</b> Brad Duffy, Communications Instructor 1620 Edward P Smith Drive Aberdeen, WA 98520 (360)538-4218, Fax (36)538-4298	No	0

Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	<b>Washington State University</b> (509)335-9107 <a href="http://www.careers.wsu.edu">www.careers.wsu.edu</a> (WSU Career Track job posting)	No	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>	Participate in event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On January 17, 2019, our SEU's Operations Manager participated in Aberdeen High School Career Day, which is designed to engage and educate students about career opportunities. His presentation focused on career opportunities in the field of broadcasting and communications.
<b>2</b>	Internship program	During this reporting period, our SEU hosted an intern from Grays Harbor College. From October 1-December 13, 2018, this student was supervised by and "shadowed" our Program Director and assisted with research, show preparation and preparation for off-site events. The intern was also encouraged to contribute to the morning show, when appropriate.
<b>3</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On August 21, 2019, our SEU's HR Director/Business Manager completed Think HR online training entitled, "Workplace Harassment Prevention for Managers," provided by Alpha Media.