

**KBFF(FM), KINK(FM), KXL-FM, KXTG(AM),  
 KUPL(FM), KUFO(AM)  
 EEO PUBLIC FILE REPORT  
 October 1, 2019 - September 30, 2020**

**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>
Account Executive	1-5, 7-8, 10-12, 14-23, 28, 30	28
Audio/Visual Studio Engineer	1-5, 7-8, 15-16-,18-19, 32	32
Content Editor/Update Anchor KXL-FM	1-2, 4-5, 7-8, 16, 18-19, 28, 32	32
Content Editor/Update Anchor KXL-FM	1-5, 7-8, 10-12, 14-23, 28, 32	32
Director of Marketing	1-5, 7-8, 28	28
General Sales Manager	1-5, 7-8, 10-12, 14-23, 28	28
Live Studio Venue Manager	1-5, 7-8, 28	1
Marketing Associate	1-5, 7-8, 11-12, 14-22, 28	28
Marketing Associate	1-5, 7-8, 10-12, 14-22, 28, 30	28
Morning News Co-Anchor KXL-FM	1-5, 7-8, 10-12, 15-16, 18-21, 28, 32	32
Morning News Co-Anchor KXL-FM	1-5, 7-8, 10-12, 15-16, 18-21, 28	28
News Director	1-2, 4-5, 7-8, 16, 18-19, 28, 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> www.alphamediausa.com/careers	N	10
2	<b>Indeed</b> www.indeed.com	N	11
3	<b>All Access Music Group</b> 24955 Pacific Coast Highway, C303 Malibu, CA 90265 (310) 457-6616   www.allaccess.com	N	3
4	<b>Oregon Association of Broadcasters (OAB)</b> www.theoab.org/careers/job-industry	N	2
5	<b>WA State Association of Broadcasters (WSAB)</b> Contact: Keith Shipman Email: kshipman@wsab.org	N	0
6	<b>Sportscasters Talent Agency of America</b> www.staatalent.com	N	0
7	<b>WorkSource Oregon</b> Portland Metro-Tualatin 7995 SW Mohawk Street Tualatin, OR 97062 Contact: Mariam Nolte (503) 257-4473 www.worksourceoregon.org/	Y	0
8	<b>Goodwill Job Connection</b> Attn: Ken Buckles kbuckles@gicw.org (971) 229-0757	Y	0
9	<b>Urban League of Portland</b> www.ulpdx.org P: 503.280.2600, ext 620	N	0
10	<b>Arizona State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
11	<b>Eastern Oregon University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>Eastern Washington University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
13	<b>Gonzaga University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
14	<b>Idaho State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
15	<b>Oregon State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
16	<b>Portland State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	1
17	<b>Southern Oregon University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
18	<b>University of Oregon</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
19	<b>University of Portland</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
20	<b>University of Washington</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
21	<b>Washington State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
22	<b>Whitman College</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
23	<b>Willamette University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
24	<b>Exceed Enterprises</b> 5285 SE Mallard Way Milwaukie, OR 97222 (503) 652-9036 Attn: Sheena Cooper sheenac@exceedpdx.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	<b>Robert Half Staffing Agency</b> 222 SW Columbia St, Suite 1100 Portland, OR 97201 (503)265-5020 www.roberthalf.com	N	0
26	<b>On-Air Announcements</b> ( <i>one or more stations</i> )	N	0
27	<b>Internal Job Posting</b>	N	0
28	<b>Word-of-Mouth Referral</b>	N	22
29	<b>Alpha Media Virtual Career Fair</b>	N	0
30	<b>Job Fairs</b> ( <i>see section III</i> )	N	3
31	<b>Walk-In/Self-Referral</b>	N	0
32	<b>Internal Transfer/Promotion</b>	N	5
33	<b>Former Employee (Rehire)</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			57

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU’s Business Manager and Assistant took part in a training webinar presented by Alpha Media’s communications counsel, Wiley Rein, LLP, entitled “The FCC’s Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media.”
<b>2</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On November 6, 2019 and January 15, 2020, respectively, our SEU’s General Sales Manager and Live Studio Venue Manager completed a ThinkHR, online training program entitled “Workplace Harassment Prevention for Managers,” provided by Alpha Media.
<b>3</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On November 6, 2019 and January 15, 2020, respectively, our SEU’s General Sales Manager and Live Studio Venue Manager completed a ThinkHR, online training program entitled “Bullying and Violence in the Workplace,” provided by Alpha Media.
<b>4</b>	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 22, 2019, our SEU hosted a student from the Job Shadow Program at Portland State University. Our KBFF(FM) Program Director provided one-on-one, in-depth information about careers in broadcasting, a tour of station facilities and the Live Performance Studio, as well as interviews with on-air staff.
<b>5</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On January 30, 2020, our SEU’s Business Assistant, who regularly assists with EEO compliance, participated in a webinar presented by HireRight, entitled “From Pot to Bots: 2019 year in Review Quarterly Compliance Update,” which summarized recent legislation and litigation affecting employers.

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>6</b>	Participate in job fair	On February 12, 2020, our SEU participated in the State of Oregon's 20 <sup>th</sup> Annual Diversity Employment Day in Portland, OR. Station participants included our Business Office Manager, Business Office staff, Sales Manager, Account Executives, Program Director, Director of Marketing and Promotions staff, who spoke with interested attendees about careers in broadcasting.