I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (“RS”) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broadcast Engineer</td>
<td>1-6, 8-9, 11-24, 29</td>
<td>2</td>
</tr>
<tr>
<td>Afternoon News Anchor</td>
<td>1-6, 8-9, 11-24, 29</td>
<td>29</td>
</tr>
<tr>
<td>Director of Marketing</td>
<td>1-6, 8-9, 29, 34</td>
<td>34</td>
</tr>
<tr>
<td>Media Executive</td>
<td>1-5, 8-9, 11-24, 29</td>
<td>29</td>
</tr>
<tr>
<td>Media Executive</td>
<td>1-5, 8-9, 11-24, 29</td>
<td>29</td>
</tr>
<tr>
<td>News/Traffic/Reporter</td>
<td>1-2, 4-6, 8-9, 29, 33</td>
<td>33</td>
</tr>
<tr>
<td>On-Air Personality KINK-FM</td>
<td>Exigent Circumstances</td>
<td>29</td>
</tr>
<tr>
<td>Reporter/Anchor/Producer</td>
<td>1-6, 8-9, 16-20, 29, 33</td>
<td>33</td>
</tr>
<tr>
<td>Reporter/Anchor/Producer</td>
<td>1-9, 29</td>
<td>29</td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1 | Alpha Media Careers Website  
www.alphamediausa.com/careers | N | 2 |
| 2 | Indeed  
www.indeed.com | N | 3 |
| 3 | All Access Music Group  
24955 Pacific Coast Highway, C303  
Malibu, CA 90265  
(310) 457-6616  
www.allaccess.com | N | 2 |
| 4 | Oregon Association of Broadcasters (OAB)  
www.theoab.org/careers/job-industry | N | 2 |
| 5 | WA State Association of Broadcasters (WSAB)  
Contact: Keith Shipman  
Email: kshipman@wsab.org | N | 2 |
| 6 | National Alliance of State Broadcasters Association (NASBA)  
Website: Careerpage.org | N | 0 |
| 7 | Sportscasters Talent Agency of America  
www.staatalent.com | N | 0 |
| 8 | WorkSource Oregon  
Portland Metro-Tualatin  
7995 SW Mohawk Street  
Tualatin, OR 97062  
Contact: Mariam Nolte  
(503) 257-4473  
www.worksourceoregon.org/ | Y | 1 |
| 9 | Goodwill Job Connection  
Attn: Brenda Courtright  
Email: bccourtright@gicw.org  
(email job postings to Brenda)  
(503) 238-6197  
goodwilljobconnection.org | Y | 0 |
| 10 | Urban League of Portland  
www.ulpdx.org  
P: 503.280.2600, ext 620 | N | 0 |
| 11 | Arizona State University (via Handshake Internet Recruiting Platform)  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 12 | Eastern Oregon University (via Handshake Internet Recruiting Platform)  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 13        | **Eastern Washington University** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 14        | **Gonzaga University** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 15        | **Idaho State University** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 16        | **Oregon State University** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 17        | **Portland State University** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 18        | **Southern Oregon University** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 19        | **University of Oregon** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 20        | **University of Portland** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 21        | **University of Washington** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 22        | **Washington State University** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 23        | **Whitman College** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
| 24        | **Willamette University** *(via Handshake Internet Recruiting Platform)*  
Contact: Alexis Romano  
handshake@joinhandshake.com | N | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 25        | Exceed Enterprises  
5285 SE Mallard Way  
Milwaukie, OR 97222  
(503) 652-9036  
Attn: Sheena Cooper  
sheenac@exceedpdx.com | N | 0 |
| 26        | Robert Half Staffing Agency  
222 SW Columbia St, Suite 1100  
Portland, OR 97201  
(503)265-5020  
ww.roberthalf.com | N | 0 |
| 27        | On-Air Announcements (one or more stations) | N | 0 |
| 28        | Internal Job Posting | N | 0 |
| 29        | Word-of-Mouth Referral | N | 18 |
| 30        | Alpha Media Virtual Career Fair | N | 0 |
| 31        | Job Fairs (see section III) | N | 0 |
| 32        | Walk-In/Self-Referral | N | 0 |
| 33        | Internal Transfer/Promotion | N | 2 |
| 34        | Former Employee (Rehire) | N | 1 |

**TOTAL INTERVIEWEES OVER REPORTING PERIOD** 33
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Type Of Recruitment Initiative</th>
<th>Brief Description Of Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong> Management-level training addressing equal employment opportunity and preventing discrimination</td>
<td>On October 20, 2020, our SEU’s Business Office AR/Recruitment Assistant, who assists with EEO compliance, participated in a webinar presented by Arizona State University Career Services Town Hall, entitled “Town Hall: Diversity, Equity, and Inclusion.” ASU Faculty and employer partners shared activities and strategies to help promote Diversity and Inclusion in both the university and the workplace.</td>
</tr>
<tr>
<td><strong>2</strong> Management-level training addressing equal employment opportunity and preventing discrimination</td>
<td>On August 26, 2021, our SEU’s Business Office AR/Recruitment Assistant, who assists with EEO compliance, participated in a webinar presented by HireRight, entitled “Back to the Future of Work 2021 Global Benchmark Report and Compliance Updates,” which summarized the focus on the future of work, looking at the impact the pandemic has had on talent acquisition and talent management over the last year, compliance updates that took place during the pandemic and because of the pandemic, and how many employers have adapted to remote working and are reconsidering their policies post-pandemic.</td>
</tr>
<tr>
<td><strong>3</strong> Management-level training addressing equal employment opportunity and preventing discrimination</td>
<td>On September 14, 2021, our SEU’s Business Manager completed a ThinkHR, online training program entitled “Active Shooter,” provided by Alpha Media.</td>
</tr>
</tbody>
</table>