

**KBFF(FM), KINK(FM), KXL-FM,  
KXTG(AM), KUPL(FM), KUFO(AM)  
EEO PUBLIC FILE REPORT  
October 1, 2020 - September 30, 2021**

**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 Engineer	1-6, 8-9, 11-24, 29	2
Afternoon News Anchor	1-6, 8-9, 11-24, 29	29
Director of Marketing	1-6, 8-9, 29, 34	34
Media Executive	1-5, 8-9, 11-24, 29	29
Media Executive	1-5, 8-9, 11-24, 29	29
News/Traffic/Reporter	1-2, 4-6, 8-9, 29, 33	33
On-Air Personality KINK-FM	Exigent Circumstances	29
Reporter/Anchor/Producer	1-6, 8-9, 16-20, 29, 33	33
Reporter/Anchor/Producer	1-9, 29	29

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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	2
2	<b>Indeed</b> www.indeed.com	N	3
3	<b>All Access Music Group</b> 24955 Pacific Coast Highway, C303 Malibu, CA 90265 (310) 457-6616   www.allaccess.com	N	2
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	2
6	<b>National Alliance of State Broadcasters Association (NASBA)</b> Website: Careerpage.org	N	0
7	<b>Sportscasters Talent Agency of America</b> www.staatalent.com	N	0
8	<b>WorkSource Oregon</b> Portland Metro-Tualatin 7995 SW Mohawk Street Tualatin, OR 97062 Contact: Mariam Nolte (503) 257-4473 www.worksourceoregon.org/	Y	1
9	<b>Goodwill Job Connection</b> Attn: Brenda Courtright Email: bcourtright@gicw.org (email job postings to Brenda) (503) 238-6197 goodwilljobconnection.org	Y	0
10	<b>Urban League of Portland</b> www.ulpdx.org P: 503.280.2600, ext 620	N	0
11	<b>Arizona State University (via Handshake Internet Recruiting Platform)</b> Contact: Alexis Romano handshake@joinhandshake.com	N	0
12	<b>Eastern Oregon University (via Handshake Internet Recruiting Platform)</b> 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
13	<b>Eastern Washington University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
14	<b>Gonzaga University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
15	<b>Idaho State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
16	<b>Oregon State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
17	<b>Portland State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
18	<b>Southern Oregon University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
19	<b>University of Oregon</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
20	<b>University of Portland</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
21	<b>University of Washington</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
22	<b>Washington State University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
23	<b>Whitman College</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0
24	<b>Willamette University</b> (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	0

<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>
25	<b>Exceed Enterprises</b> 5285 SE Mallard Way Milwaukie, OR 97222 (503) 652-9036 Attn: Sheena Cooper sheenac@exceedpdx.com	N	0

26	<b>Robert Half Staffing Agency</b> 222 SW Columbia St, Suite 1100 Portland, OR 97201 (503)265-5020 w www.roberthalf.com	N	0
27	<b>On-Air Announcements</b> ( <i>one or more stations</i> )	N	0
28	<b>Internal Job Posting</b>	N	0
29	<b>Word-of-Mouth Referral</b>	N	18
30	<b>Alpha Media Virtual Career Fair</b>	N	0
31	<b>Job Fairs</b> ( <i>see section III</i> )	N	0
32	<b>Walk-In/Self-Referral</b>	N	0
33	<b>Internal Transfer/Promotion</b>	N	2
34	<b>Former Employee (Rehire)</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>33</b>

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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 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.
<b>2</b>	Management-level training addressing equal employment opportunity and preventing discrimination	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.
<b>3</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On September 14, 2021, our SEU’s Business Manager completed a ThinkHR, online training program entitled “Active Shooter,” provided by Alpha Media.