

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(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")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---|--|-------------------------------|
| No vacancies during this reporting period |  |                               |

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)  
EEO PUBLIC FILE REPORT  
October 1, 2020-September 30, 2021**

**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> )<br>Loretta Thomas<br>(360)538-2340<br>511 W. Heron Street<br>Aberdeen, WA 98520   | No  | 0   |
| 2      | <b><u>The Daily World</u></b><br>Classified AD manager<br>(360)532-4000<br>315 South Michigan Street<br>Aberdeen, WA. 98520<br><a href="http://www.thedailyworld.com">www.thedailyworld.com</a>   | No  | 0   |
| 3      | <b>Washington State Broadcasters Association</b> ( <i>Job Bank</i> )<br>Keith Shipman<br>(360)705-0774, Fax (360)705-0873<br><a href="mailto:PO BOX 11341">PO BOX 11341</a><br><a href="mailto:Tacoma, WA 98411-0341">Tacoma, WA 98411-0341</a><br><a href="http://www.wsab.org">www.wsab.org</a> | No  | 0   |
| 4      | <b>All Access Website</b><br><a href="http://www.allaccess.com">www.allaccess.com</a>   | No  | 0   |
| 5      | <b>Alpha Media Careers Website</b><br><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  | 0   |
| 7      | <b>Internal Posting</b>   | No  | 0   |
| 8      | <b>Word-of-Mouth Referral</b>   | No  | 0   |
| 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><br>Brad Duffy, Communications Instructor<br>1620 Edward P Smith Drive<br>Aberdeen, WA 98520<br>(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><br>(509)335-9107<br><a href="http://www.careers.wsu.edu">www.careers.wsu.edu</a> ( <i>WSU Career Track job posting</i> ) | No  | 0   |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |   |   | 0   |

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020-September 30, 2021**

**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                      | <b>Brief Description of Activity</b>   |
|----------|---|--|
| <b>1</b> | Internship program  | During this reporting period, SEU's Program Director hosted one intern from Montesano High School/Grays Harbor Community College (Running Start Program) during Fall 2020. The internship included job shadow during live morning show as well as assisting with set-up with on-site events. |
| <b>2</b> | Management-level training addressing equal employment opportunity and preventing discrimination | On September 8, 2021, our SEU's Market Manger completed Think HR online training entitled, "EEO and Lawful Hiring" provided by Alpha Media.  |