

**KBFF(FM), KINK(FM), KXL-FM,
KXTG(AM), KUPL(FM), KUFO(AM)
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Promotions Coordinator	1-4	1
Chief Engineer	1-4, 5-9, 11	1
Sr. Media Sales Strategist	1-4, 32	32
Sales Assistant	1-4	1
AV Studio Engineer	1-4	2
Chief Engineer	1-4	1
Digital Marketing Consultant	1-4	1
Digital Marketing Consultant	1-4	1

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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	Alpha Media Careers Website Website: www.alphamediausa.com/careers	N	8
2	indeed.com Website: www.indeed.com	N	5
3	glassdoor.com Website: www.glassdoor.com	N	
4	linkedin.com Website: www.linkedin.com	N	2
5	Circa/Diversity Jobs Website: CircaWorks.com (NEW 5/2022)	N	
6	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu, CA 90265 (310) 457-6616 Website: www.allaccess.com	N	
7	Oregon Association of Broadcasters (OAB) Website: www.theoab.org/careers/job-industry	N	
8	WA State Association of Broadcasters (WSAB) Contact: Keith Shipman Email: kshipman@wsab.org	N	
9	National Alliance of State Broadcasters Association (NASBA) Website: Careerpage.org	N	
10	Sportscasters Talent Agency of America www.staatalent.com	N	
11	Broadcast Engineer Job Boards Oregon Chapter SBE124.org SBE-PDX (300 members) OR-ENG (50 members) SBE Chapters in Seattle, Eugene, Medford, and Sacramento	N	
12	Alliance for Women In Media Website: allwomeninmedia.org (paid membership required)	N	
13	WorkSource Oregon Portland Metro-Tualatin 7995 SW Mohawk Street Tualatin, OR 97062 Contact: Jerry Lang Jerry.M.LANG@employ.oregon.gov Phone (503)257-4473 Website: www.worksourceoregon.org/	N	

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Goodwill Job Connection Attn: Brenda Courtright Email: bcourtright@gicw.org (email job postings to Brenda) (503) 238-6197 Website: goodwilljobconnection.org	N	
15	Urban League of Portland w ww.ulpdx.org P: 503.280.2600, ext 620 (paid membership only)	N	
16	College/University Referral	N	
17	Arizona State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
18	Eastern Oregon University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
19	Eastern Washington University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
20	Gonzaga University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
21	Idaho State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
22	Oregon State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
23	Portland State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
24	Southern Oregon University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No	No. of Interviewees Referred by RS Over Reporting Period
25	University of Oregon (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
26	University of Portland (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
27	University of Washington (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
28	Washington State University (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
29	Whitman College (via Handshake Internet Recruiting Platform) Contact: Alexis Romano handshake@joinhandshake.com	N	
30	On-Air Announcements (one or more stations)	N	
31	Internal Job Posting	N	
32	Word-of-Mouth/Internal Referral	N	1
33	Alpha Media Virtual Career Fair	N	
34	Job Fairs (see section III)	N	
35	Walk-In/Self-Referral	N	
36	Internal Transfer/Promotion	N	
37	Former Employee (Rehire)	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	Management-level training addressing equal employment opportunity and preventing discrimination.	On November 1st, 2022, our SEU’s Business Manager and Recruitment Assistant who assists with EEO compliance participated in a webinar presented by Mineral entitled, “Building Healthy HR: Hiring, Retention, and appropriate workload” Writing and publishing attractive job posts, being creative with Recruiting sources, Simplify hiring, Investing time in onboarding, Construct stay & exit interviews, Invest in cross training, provide increase support to employees during heavy workloads, managing your managers, and reward Success.
	Management-level training addressing equal employment opportunity and preventing discrimination.	On December 8th, 2022, our SEU’s Business Manager and Recruitment Assistant who assists with EEO compliance participated in a webinar presented by HireRight entitled, “The race to regulate virtual reality and AI in the employment lifecycle” A discussion of employment and privacy law implications affecting the employer of tomorrow, today.
	Management-level training addressing equal employment opportunity and preventing discrimination.	On January 19th, 2023, our SEU’s Business Manager and Recruitment Assistant who assists with EEO compliance participated in a webinar presented by HireRight entitled, “Q4 Compliance Webinar Year in review.” An overview of significant legislations that helped to reframe the labor market in 2022 including; Criminal history reform, pay equity and the share your salary movement, Marijuana legalization, and more.
	Management-level training addressing equal employment opportunity and preventing discrimination.	On April 26th, 2023, our SEU’s Business Manager and Recruitment Assistant who assists with EEO compliance participated in a webinar presented by HireRight entitled, “Q1 Compliance Update: Navigating Compliance.” An overview of emerging legislation and litigation affecting employers including clean slate and ban-the-box laws, pay equity and transparency measures, and marijuana

		reform.
	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting.	On August 23rd, 2023 our SEU participated in a Speaker event for Interns at Pamplin Media . The station representative for this event was our Morning KXL-FM News Co-Anchor, who provided a presentation. Topics included news writing skills and reporting skills in radio compared to print media. The presentation was followed by a Q&A specific to careers in the radio broadcast industry with topics ranging from how to break into the business to educational requirements. Interns were both High School and College Students.
	Management-level training addressing equal employment opportunity and preventing discrimination.	On September 15, 2023, our SEU's SVP Market Manager & Business Manager completed an FCC EEO training webinar entitled, " The FCC's Equal Employment Opportunity Rules: " presented by Wiley Rein, LLP, that provided an in-depth overview focusing on Recruitment, Record Keeping, & Reporting.