

KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**EEO PUBLIC FILE REPORT****October 1, 2017 - September 30, 2018****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
Account Executive	1-11, 13-23, 28, 30-40, 45-48, 52	35
Local General Sales Manager	1-11, 13-23, 28-34, 36-40, 43, 45-48, 51-53	53
Sales Assistant	1-25, 29-34, 36-40, 43, 45-48, 51-52	25
Account Executive	1-11, 13-23, 30-34, 36-39, 43, 45-48, 52, 54	22
Administrative Assistant	1-23, 26, 30-34, 36-43, 45-49, 51-52, 54	22
Traffic Coordinator	1-25, 30-34, 36-40, 43, 45-48, 51-52, 54	25
Sales Assistant	1-24, 27, 30-52, 54	12

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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	African American Chamber 9909 SE Adams #2979 Clackamas, Oregon 97015 Phone : 503-244-5794 Email : roy@oregonbusinessnetwork.com Roy Jay	N	0
2	Art Institute of Portland 1122 NW Davis St Portland, Oregon 97209 Phone : 503-228-6528 Jonathan Scrimenti Manual Posting	N	0
3	Asian Health & Service Center 3430 SE Powell Blvd Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpdx.org Daniel Chiu	N	0
4	Career Makers 5200 SW Meadows Rd Suite 150 Lake Oswego, Oregon 97035 Phone : 503-699-3192 Email : peter@careermakers.com Peter Paskill	Y	0
5	Central City Concern Employment Access Center 2 NW Second Ave Portland, Oregon 97209 Phone : 503-226-7387 x 234 ShaRee Rhone Manual Posting	Y	0
6	City University 1498 SE Tech Center Pl Ste 130 Vancouver, Washington 98683 Phone : 800-474-6850 Job Placement Manual Posting	Y	0
7	Clackamas Community College 19600 S Molalla Career Services Dept/Tom Brown Oregon City, Oregon 97045 Phone : 503-657-6958 Email : thomasb@clackamas.edu Tom Brown	N	0

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8	Clark College 1933 Ft Vancouver Way MS# GHL108 Vancouver, Washington 98663 Phone : 360-992-2391 Carolyn Johnson Manual Posting	Y	0
9	Community Action Organization 1001 SW Baseline Street Attn: HR Hillsboro, Oregon 97123 Phone : 503-693-3224 Career Services Manual Posting	N	0
10	Confederated Tribes of Siletz Indians 12790 SE Stark St Ste 102 Attn: Job Counselors Portland, Oregon 97233 Phone : 503-238-1512 Tamra Russell Manual Posting	N	0
11	Eastern Oregon University 1 University Blvd Academic and Career Advising LaGrande, Oregon 97850 Phone : 541-962-3588 Email : career@eou.edu n/a Academic & Career Advising	N	0
12	Employee Referral	N	5
13	Filipino American Association 8917 SE Stark Portland, Oregon 97216 Phone : 503-253-7636 Career Services Manual Posting	N	0
14	George Fox University PO Box 8942 Career Services Newberg, Oregon 97132 Phone : 503-554-2330 Career Services Manual Posting	N	0

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15	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
16	Goodwill Industries 13920 SW Pacific Highway Tigard, Oregon 97223 Phone : 503-746-5070 Email : jschoblaske@gicw.org Jon Schoblaske	N	0
17	Hispanic Metropolitan Chamber of Commerce 333 SW 5th Avenue # 100 Portland, Oregon 97204 Phone : 503-222-0280 Mary Ann Potter Manual Posting	N	0
18	Hispanic Program of Catholic Community Services 138 NE 3rd Suite 140 Gresham, Oregon 97030 Phone : 503-669-8350 Career Services Manual Posting	N	0
19	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
20	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0

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21	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 x 193 Career Services Manual Posting	N	0
22	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	9
23	Intercultural Support Center 3633 SE 35th Pl Portland, Oregon 97236 Phone : 503-239-0132 Ami Hsu Manual Posting	Y	0
24	Internal Candidate	N	4
25	Internal Transfer/Promotion	N	2
26	Job Fair	N	1
27	Lewis & Clark College2 0615 SW Palatine Hill Rd LC Box 174 Portland, Oregon 97219 Phone : 503-768-7114 Career Services Manual Posting	N	0
28	Linfield College 900 S Baker Street Unit A442 Office of Career Services McMinnville, Oregon 97128 Phone : 503-883-2562 Career Services Manual Posting	N	0
29	LinkedIn / Word of Mouth	N	3
30	Marylhurst University PO Box 261 Marylhurst, Oregon 97036 Phone : 503-636-8141 Email : jobboard@marylhurst.edu Lynn Brown	N	0

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31	Mt Hood Community College 26000 SE Stark St Career Placement Center Gresham, Oregon 97030 Phone : 503-491-7323 Email : mhcareer@mhcc.edu Christy Weigel	Y	0
32	Mt. Hood Community College 19421 SE Stark Workforce Connections Portland, Oregon 97233 Phone : 503-252-0758 Sheila McQueen Career Services Manual Posting	N	0
33	MTC Works 2101 5th St Tillamook, Oregon 97141 Phone : 503-842-3244 Tiara Logsdon Manual Posting	Y	0
34	National Black MBA Association PO Box 4143 Portland, Oregon 97208 Email : portlandseattlenbmbaa@yahoo.com Josh Williams Mark Holman	Y	0
35	Non-Employee Referral	N	2
36	North Worksource Portland Metro 30 N Webster Suite E Job Corps Portland, Oregon 97217 Phone : 503-280-6632 Billie Gibbs Manual Posting	Y	0
37	Northeast One Stop Career Center 5600 NE 42nd Avenue Portland, Oregon 97212 Phone : 503-943-2000 Rita White Manual Posting	N	0
38	Oregon Association of Broadcasters 7150 SW Hamilton St #240 Portland, Oregon 97223 Phone : 503-443-2299 Email : theoab@theoab.org Bill Johnstone	N	0

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39	Oregon Association of Minority Entrepreneurs 731 N Hayden Meadows Dr #101 Portland, Oregon 97217 Phone : 503-249-7744 Career Services Manual Posting	N	0
40	Oregon Department of Employment 7995 SW Mohawk St Tualatin, Oregon 97062 Phone : 503-280-6009 Linda Ferrar Manual Posting	N	0
41	Oregon State University 1500 SW Jefferson Ave Corvallis, Oregon 97331 Phone : 541-737-0523 Rachel Finch Manual Posting	N	0
42	Portland State University PO Box 751 Career Center Portland, Oregon 97207 Phone : 503-725-4965 Donna Sessions Manual Posting	N	0
43	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Online Source Manual Posting	N	0
44	Reed College 3203 SE Woodstock Blvd Career Services Portland, Oregon 97202 Phone : 503-777-7550 Career Services Manual Posting	N	0
45	SE Works 7916 SW Foster Road Sue Eastman Portland, Oregon 97206 Phone : 503-772-2315 Suzanne Oliver Manual Posting	N	0

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46	SEI Community & Family Programs 4803 NE 7th Ave Portland, Oregon 97211 Phone : 503-285-0493 Career Services Manual Posting	Y	0
47	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
48	Sumner College 15115 SW Sequoia Pkwy Ste 200 Tigard, Oregon 97224 Phone : 503-223-5100 Career Services Manual Posting	N	0
49	University of Portland 5000 N Willamette Blvd Portland, Oregon 97203 Phone : 503-943-7201 Max Kalchthaler Manual Posting	N	0
50	Unknown (source not adequately identified upon inquiry by SEU)	N	1
51	Urban League of Portland 10 N Russel St Portland, Oregon 97227 Phone : 503-280-2600 ext 640 Debra Lindsay Manual Posting	N	0
52	Willamette University 900 State Stereet Career Services Salem, Oregon 97301 Phone : 503-370-6300 Connie Ralph Manual Posting	N	0
53	Word of Mouth Referral	N	1

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54	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/3/2018	Participation in events or programs sponsored by educational institutions	On April 3, 2018, our SEU participated in a Career Day at North Marion High School in Aurora, OR. During this event, each high school class year had the chance to stop at each participating company's booth to ask questions and learn about the industry. Station participants included an account executive, who spoke about career paths in broadcasting, such as sales and admin, engineering, and programming with interested attendees.	1	Account Executive
2	4/14/2018	Participation in events or programs sponsored by educational institutions	On April 14, 2018, our SEU provided a job shadow opportunity for a student from Hillsboro High School interested in a broadcast career. The student observed our On-Air Talent throughout a three hour sports morning show broadcast. He was able to ask questions during downtime and to get a stronger sense of the behind-the-scenes communications involved in the airing of the show.	2	On-Air Talent On-Air Talent
3	4/29/2018	Participation in events or programs sponsored by educational institutions	On April 29, 2018, our SEU participated in the Oregon Association of Student Council's Spring Leadership Conference, held at the Red Lion Jantzen Beach in Portland, OR. Approximately 600 students from 40 area middle and high schools attend the event. Our Account Executive was a guest speaker at the event, and discussed the business of broadcast media, the power of radio, and the many departments involved in bringing an ad campaign to life. Students had the opportunity to ask questions about broadcast employment, the educational requirements etc. They were also able to talk with station Street Team Members about the promotional aspect of radio.	1	Account Executive

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4	5/4/2018	Participation in events or programs sponsored by educational institutions	On May 4, 2018, our SEU hosted a group of students from Beaverton High School's advanced marketing class at our offices in Tigard, OR. The students were given a tour of our studios and offices, and listened to representatives from several departments talk about broadcast employment opportunities, and they were given the opportunity to ask questions. Station participants included our Director of Marketing and Promotions, and Account Executive, our Digital Program Director, an On-Air Talent, and a station Program Director.	5	Director of Marketing & Promotions Digital Program Director Program Director Account Executive & On-Air Talent
5	6/18/2018	Participation in events or programs sponsored by educational institutions	On June 18, 2018, our SEU hosted onsite station tours for members of the Oregon Association of Student Councils. Our AE led the group of approx. 12 high school students on a tour of our building, and discussed the roles of our various departments. The students were introduced to contacts in programming, sales, promotions, digital and on-air talent. They had the opportunity to ask questions about the broadcasting business, and working in radio.	6	AE Sales Assistant & On-Air Talent Program Director Digital Program Director
6	6/21/2018	Hosting of Job Fair	On June 21, 2018, our SEU hosted an open house job fair at our offices in Tigard, OR. The event was promoted on our radio stations and online. Interested candidates were able to visit our location for face-to-face time with our hiring managers. Our Director of Marketing and Street Team Manger were in attendance to meet with attendees and to review resumes.	2	Director of Marketing Street Team Manger

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7	8/10/2018	Participation in events or programs sponsored by educational institutions	On August 10, 2018, our SEU hosted the Oregon Association of School Councils Executive Council planning retreat in the iHeartRadio Theatre at our offices located in Tigard, OR. There were approximately 20 high school students in attendance, making up the Executive Council, which represented approximately area schools. Our AE and Partner Relations Manager were guest speakers, and discussed the business of broadcast media and the different departments involved in bringing an ad campaign to life. Students had the opportunity to interact with on-air talent, and ask questions about broadcast employment.	5	AE Partner Relations Manager Program Director On-Air Talent
8	9/20/2018	Participation in events or programs sponsored by educational institutions	On September 20, 2018, our SEU hosted a tour of our facilities for a senior from West Linn High School who is interested in a broadcast career. Our Account Executive led the tour, and discussed the business of radio. The student also met with a seasoned On-Air Talent and had the opportunity to ask questions about broadcast employment.	2	Account Executive On Air Talent