

KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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 |
|-----------------------------|--|-----------------------|
| Senior Account Executive | 1-3, 5-24, 26, 28-32, 34-37, 39-40, 42-49 | 13 |
| Local General Sales Manager | 1-2, 5-26, 28-32, 34-49 | 13 |
| Account Executive | 1, 3-12, 14-19, 21-24, 26-27, 29-49 | 21 |
| Associate Account Executive | 1, 3, 5-6, 9-12, 14-24, 26-27, 29-31, 33-49 | 23 |

KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM**EEO PUBLIC FILE REPORT****October 1, 2018 - September 30, 2019****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 9035 SE Foster Rd Portland, Oregon 97266 Phone : 503-872-8822 Daniel Chiu Manual Posting | N | 0 |
| 4 | Career Fair | N | 1 |
| 5 | Career Makers 5200 SW Meadows Rd Suite 150 Lake Oswego, Oregon 97035 Phone : 503-699-3192 Email : peter@careermakers.com Peter Paskill | Y | 0 |
| 6 | 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 |
| 7 | City University 1498 SE Tech Center Pl Ste 130 Vancouver, Washington 98683 Phone : 800-474-6850 Job Placement Manual Posting Prong 2 Ended Date: 5/14/2019 | N | 0 |

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|------------------|---|--|---|
| 8 | 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 |
| 9 | Clark College 1933 Ft Vancouver Way MS# GHL108 Vancouver, Washington 98663 Phone : 360-992-2391 Carolyn Johnson Manual Posting | Y | 0 |
| 10 | Community Action Organization 1001 SW Baseline Street Attn: HR Hillsboro, Oregon 97123 Phone : 503-693-3224 Career Services Manual Posting | N | 0 |
| 11 | 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 |
| 12 | 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 |
| 13 | Employee Referral | N | 3 |
| 14 | Filipino American Association 8917 SE Stark Portland, Oregon 97216 Phone : 503-253-7636 Career Services Manual Posting | N | 0 |

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|------------------|---|--|---|
| 15 | George Fox University PO Box 8942 Career Services Newberg, Oregon 97132 Phone : 503-554-2330 Career Services Manual Posting | N | 0 |
| 16 | GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Url : http://www.glassdoor.com Online Source Manual Posting | N | 1 |
| 17 | Goodwill Industries 13920 SW Pacific Highway Tigard, Oregon 97223 Phone : 503-746-5070 Email : jschoblaske@gicw.org Jon Schoblaske | N | 0 |
| 18 | Hispanic Metropolitan Chamber of Commerce 333 SW 5th Avenue # 100 Portland, Oregon 97204 Phone : 503-222-0280 Mary Ann Potter Manual Posting | N | 0 |
| 19 | Hispanic Program of Catholic Community Services 138 NE 3rd Suite 140 Gresham, Oregon 97030 Phone : 503-669-8350 Career Services Manual Posting | N | 0 |
| 20 | 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 | 1 |

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|------------------|---|--|---|
| 21 | 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 | 1 |
| 22 | Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 x 193 Career Services Manual Posting | N | 0 |
| 23 | Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting | N | 3 |
| 24 | Intercultural Support Center 3181 SW Sam Jackson Park Rd Portland, Oregon 97239 Phone : 503-239-0132 Ami Hsu Manual Posting | Y | 0 |
| 25 | MediaJobs.com - Not Directly Contacted by SEU | N | 1 |
| 26 | Lewis & Clark College2 0615 SW Palatine Hill Rd LC Box 174 Portland, Oregon 97219 Phone : 503-768-7114 Career Services Manual Posting | N | 0 |
| 27 | LinkedIn / Word of Mouth | N | 3 |
| 28 | Marylhurst University PO Box 261 Marylhurst, Oregon 97036 Phone : 503-636-8141 Email : jobboard@marylhurst.edu Lynn Brown | N | 0 |

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|------------------|--|--|---|
| 29 | 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 |
| 30 | Mt. Hood Community College 19421 SE Stark Workforce Connections Portland, Oregon 97233 Phone : 503-252-0758 Sheila McQueen Career Services Manual Posting | N | 0 |
| 31 | MTC Works 2101 5th St Tillamook, Oregon 97141 Phone : 503-842-3244 Tiara Logsdon Manual Posting | Y | 0 |
| 32 | National Black MBA Association PO Box 4143 Portland, Oregon 97208 Phone : . Josh Williams Mark Holman Manual Posting Prong 2 Ended Date: 4/9/2019 | N | 0 |
| 33 | Non-Employee Referral | N | 3 |
| 34 | North Worksource Portland Metro 30 N Webster Suite E Job Corps Portland, Oregon 97217 Phone : 503-280-6632 Billie Gibbs Manual Posting | Y | 0 |
| 35 | Northeast One Stop Career Center 5600 NE 42nd Avenue Portland, Oregon 97212 Phone : 503-943-2000 Rita White Manual Posting | N | 0 |

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|------------------|---|--|---|
| 36 | Oregon Association of Broadcasters 2420 NE Sandy Blvd Ste 120 Portland, Oregon 97232 Phone : 503-443-2299 Url : www.theoab.org Email : theoab@theoab.org John Tamerlano | N | 0 |
| 37 | Oregon Association of Minority Entrepreneurs 731 N Hayden Meadows Dr #101 Portland, Oregon 97217 Phone : 503-249-7744 Career Services Manual Posting | N | 0 |
| 38 | Oregon Department of Employment 7995 SW Mohawk St Tualatin, Oregon 97062 Phone : 503-280-6009 Linda Ferrar Manual Posting | N | 0 |
| 39 | Oregon State University 1500 SW Jefferson Ave Corvallis, Oregon 97331 Phone : 541-737-0523 Rachel Finch Manual Posting | N | 0 |
| 40 | Portland State University PO Box 751 Career Center Portland, Oregon 97207 Phone : 503-725-4965 Donna Sessions Manual Posting | N | 0 |
| 41 | Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Online Source Manual Posting | N | 0 |
| 42 | Reed College 3203 SE Woodstock Blvd Career Services Portland, Oregon 97202 Phone : 503-777-7550 Career Services Manual Posting | N | 0 |

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|------------------|---|--|---|
| 43 | SE Works 7916 SW Foster Road Sue Eastman Portland, Oregon 97206 Phone : 503-772-2315 Suzanne Oliver Manual Posting | N | 0 |
| 44 | SEI Community & Family Programs 4803 NE 7th Ave Portland, Oregon 97211 Phone : 503-285-0493 Career Services Manual Posting | Y | 0 |
| 45 | SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Url : http://www.simplyhired.com Online Source Manual Posting | N | 0 |
| 46 | Sumner College 15115 SW Sequoia Pkwy Ste 200 Tigard, Oregon 97224 Phone : 503-223-5100 Career Services Manual Posting | N | 0 |
| 47 | University of Portland 5000 N Willamette Blvd Portland, Oregon 97203 Phone : 503-943-7201 Max Kalchthaler Manual Posting | N | 0 |
| 48 | Urban League of Portland 10 N Russel St Portland, Oregon 97227 Phone : 503-280-2600 ext 640 Debra Lindsay Manual Posting | N | 0 |
| 49 | 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 |

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|--|-----------------------|--|---|
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 17 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|---|
| 1 | 3/4/2019 | Participation in events or programs sponsored by educational institutions | On March 4, 2019, our SEU hosted a group of approximately 10 students from a Lake Oswego High School careers class for a tour of our studios in Tigard, OR. Our Director of Marketing and Promotions spoke to them about our stations. They also spoke with members of our On-Air Staff who shared about their careers and gave the students an opportunity to try recording their voices. The students learned about radio career opportunities, and had the opportunity to ask questions. | 4 | Account Executive Director of Marketing and Promotions On Air Talent On Air Talent/Promotions Director |
| 2 | 4/18/2019 | Hosting of Job Fair | On April 18, 2019, 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 SVP of Sales, VP of Sales, and General Sales Manager were in attendance to meet with attendees and to review resumes. | 3 | SVP Sales VP Sales General Sales Manager |
| 3 | 9/18/2019 | Hosting of Job Fair | On September 18, 2019, 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 two General Sales Managers, Street Team Manager and Street Team Captain were in attendance to meet with attendees and to review resumes. | 4 | GSM GSM Street Team Mgr Street Team Captain |