

KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM
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
Producer PM Drive Portland, Oregon	1-32	10
Account Executive	1-8, 11, 13-18, 21-25, 27, 29, 32	21

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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	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
3	Asian Health & Service Center 9035 SE Foster Rd Portland, Oregon 97266 Phone : 503-872-8822 Email : dchiu@ahscpx.org Daniel Chiu	N	0
4	Black United Fund of Oregon 2828 NE Alberta St Portland, Oregon 97211 Phone : 503-282-7973 Url : http://www.bufor.org Email : buf@bufor.org Career Services	N	0
5	Career Makers 5200 SW Meadows Rd Suite 150 Lake Oswego, Oregon 97035 Phone : 503-699-3192 Email : peter@careermakers.com Peter Paskill	N	0
6	Central City Concern Employment Access Center 2 NW Second Ave Portland, Oregon 97209 Phone : 503-226-7387 x 234 Email : cccadmin@ccconcern.org ShaRee Rhone	N	0

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7	Clark College 1933 Ft Vancouver Way MS# GHL108 Vancouver, Washington 98663 Phone : 360-992-2391 Email : careerservices@clark.edu Carolyn Johnson	N	0
8	Community Action Organization 1001 SW Baseline Street Attn: HR Hillsboro, Oregon 97123 Phone : 503-693-3224 Fax : 1-503-648-4175 Career Services	N	0
9	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
10	Employee Referral	N	2
11	Filipino American Association 8917 SE Stark Portland, Oregon 97216 Phone : 503-253-7636 Email : info@naffaa.org Career Services	N	0
12	George Fox University PO Box 8942 Career Services Newberg, Oregon 97132 Phone : 503-554-2330 Career Services Manual Posting	N	0
13	Goodwill Industries 13920 SW Pacific Highway Tigard, Oregon 97223 Phone : 503-746-5070 Email : jschoblaske@gicw.org Jon Schoblaske	N	0

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14	Hispanic Metropolitan Chamber of Commerce 333 SW 5th Avenue # 100 Portland, Oregon 97204 Phone : 503-222-0280 Email : info@hmccoregon.com Mary Ann Potter	N	0
15	Hispanic Program of Catholic Community Services 138 NE 3rd Suite 140 Gresham, Oregon 97030 Phone : 503-669-8350 Email : jjimenez@elprograma.org Career Services	N	0
16	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
17	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
18	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 x 193 Email : jobs@irco.org Career Services	N	0
19	Lewis & Clark College 0615 SW Palatine Hill Rd LC Box 174 Portland, Oregon 97219 Phone : 503-768-7114 Career Services Manual Posting	N	0

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20	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
21	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	1
22	Mt Hood Community College 26000 SE Stark St Career Placement Center Gresham, Oregon 97030 Phone : 503-491-7323 Email : mhcareer@mhcc.edu Christy Weigel	N	0
23	MTC Works 2101 5th St Tillamook, Oregon 97141 Phone : 503-842-4488 Email : tiara.m.logsdon@oregon.gov Tiara Logsdon	Y	0
24	Northeast One Stop Career Center 5600 NE 42nd Avenue Portland, Oregon 97212 Phone : 503-943-2000 Email : info@CareerOneStop.org Rita White	N	0
25	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

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26	Oregon State University 1500 SW Jefferson Ave Corvallis, Oregon 97331 Phone : 541-737-0523 Rachel Finch Manual Posting	N	0
27	Portland State University PO Box 751 Career Center Portland, Oregon 97207 Phone : 503-725-4965 Email : careerconnect@pdx.edu Donna Sessions	N	0
28	Reed College 3203 SE Woodstock Blvd Career Services Portland, Oregon 97202 Phone : 503-777-7550 Career Services Manual Posting	N	0
29	Sumner College 15115 SW Sequoia Pkwy Ste 200 Tigard, Oregon 97224 Phone : 503-223-5100 Email : debby@magermarketing.net Career Services	N	0
30	University of Oregon Career Center Employment Services PO Box 3257 Eugene, Oregon 97403 Phone : 541-346-3235 Career Services Manual Posting	N	0
31	University of Portland 5000 N Willamette Blvd Portland, Oregon 97203 Phone : 503-943-7201 Max Kalchthaler Manual Posting	N	0

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32	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/25/2022	Participation in Job Fairs	On October 25, 2022, our SEU participated in Oregon State University's 2022 Fall Virtual Career & Internship Fair for All Industries. This virtual career fair was held via the Handshake platform, which allowed live interaction between our managers and attending students. The career fair was attended by our Market President and VP of Sales. They were able to speak with interested job seekers about broadcast employment opportunities, and answer questions about working in the broadcast industry.	2	Market President VP of Sales
2	10/31/2022	Participation in Job Fairs	On October 31, 2022, our SEU participated in Oregon State University's 2022 College of Business Virtual Fall Career Fair. This virtual career fair was held via the Handshake platform, which allowed live interaction between our managers and attending students. The career fair was attended by our Market President and VP of Sales. They were able to speak with interested job seekers about broadcast employment opportunities, and answer questions about working in the broadcast industry.	2	Market President VP of Sales

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3	1/10/2023	Participation in events or programs sponsored by educational institutions	On January 10, 2023, our SEU hosted a student from Roosevelt High School, who is a member of The I Am Academy program, for a job shadow. One of our On Air Talents was able to spend approximately two hours with the student, who is interested in pursuing a career in broadcasting. Our On Air Talent provided the student a tour of our office and studios, discussed radio broadcasting history and the changes over the past several years in programming, gave an overview of studio protocols and equipment, as well as an overview of station liners, music, commercials and promos. The student was able to observe an hour of our On Air Talent's show, and he had the opportunity to speak with various professionals from sales, programming, and promotions, as well as our Market President.	1	On Air Talent
4	2/13/2023	Participation in Job Fairs	On February 13, 2023, our SEU participated in Oregon State University's 2023 College of Business Virtual Winter Career Fair. This virtual career fair was held via the Handshake platform, which allowed live interaction between our managers and attending students. The career fair was attended by our Market President and VP of Sales. They were able to speak with interested job seekers about broadcast employment opportunities, and answer questions about working in the broadcast industry.	2	Market President VP of Sales

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5	4/18/2023	Participation in events or programs sponsored by educational institutions	On April 18, 2023, our SEU's Market President visited Franklin High School in Portland, OR to speak with a group of 15 juniors & seniors. During the visit, our Market President spoke with the students about careers in broadcast radio, which led to discussions about personal finance & ways to prepare for a career in broadcast. He spoke about ways the students could prepare for a career in broadcast while still in high school, and steps they could take in college. He spoke about his journey growing up in Northeast Portland, having attended a nearby local high school, as well as his personal career path. They discussed broadcast roles in sales, on-air & engineering. The students were able to ask questions throughout the discussion.	1	Market President
6	5/3/2023	Participation in events sponsored by organizations representing the community	On May 3, 2023, our SEU hosted a group of high school students from Self Enhancement Inc's leadership program. During the two and a half hour visit, the students met with multiple people from our SEU. Our Market President and two AE's each spoke with the students about their career development and prior experience. An On-Air Talent from one of our stations spoke to the students about her career on-air in broadcast media and her day to day experiences as an influencer. She provided the students with a tour of our studio. The students wrapped up their visit with a recording session in one of our production studios, where they were given the opportunity to record a :15 and :30 second spot.	10	Account Executive Account Executive Market President On-Air Talent

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7	6/27/2023	Sponsorship of events in the community designed to increase public awareness	During the period of June 27, 2023, through August 10, 2023, our SEU partnered with The I Am Academy and the Boys & Girls Club of Portland to provide a mentorship opportunity for a group of seven high school students, which was focused on future careers in radio. Throughout the 6-week program, the group of students and several accompanying adults from those organizations visited our studio location in Tigard, OR three days per week, four hours per day. Members from our staff met with the students in large group, small group, and one-on-one sessions to lead discussions and provide experiences and opportunities to learn about different aspects of working in the broadcast industry. The students learned about various broadcast roles, including sales, on-air, programming, and marketing & promotions. Participants from our SEU included our Market President, VP of Programming, Director of Marketing and promotions, Promotions Event Support, On-Air Talent, and several Account Executives.	4	Market President VP of Programming Director of Marketing & Promotions Promotions Event Support
8	7/17/2023	Participation in events sponsored by organizations representing the community	On July 17, 2023, our SEU hosted a group of high school students & recent graduates from Self Enhancement Inc's summer program. During the two hour visit, the students attended a Q&A session with one of our On-Air DJ's, and had the opportunity to shadow and observe his show production in the studio. The students learned about working in radio, the production of a radio show, and had the opportunity to ask questions about radio careers and working in the broadcast industry.	3	DJ/Announcer Account Executive Account Executive

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9	8/25/2023	Provision of training to management	On August, 2023 our SEU's Director of Marketing & Promotions took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Director of Marketing & Promotions
10	8/25/2023	Provision of training to management	In August, 2023, our SEU's Director of Marketing & Promotions took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Director of Marketing & Promotions