

KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM
EEO PUBLIC FILE REPORT
October 1, 2023 - September 30, 2024

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	1-8, 10-11, 13-19, 22-24, 26, 29, 31-32, 35	10
Portland Program Director KKRZ/KXJM	1-8, 10-11, 13-18, 22-24, 26, 28, 32, 35	10
Account Executive	1-9, 11-28, 30, 32-35	34
Outside Account Executive	1-6, 8-9, 11-18, 20, 22-24, 26-28, 30, 32-35	34

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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@cccconcern.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 n/a Academic & Career Advising Manual Posting	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	Indeed.com - Not directly contacted by SEU	N	2
20	Lewis & Clark College 0615 SW Palatine Hill Rd LC Box 174 Portland, Oregon 97219 Phone : 503-768-7114 Career Services Manual Posting	N	0
21	LinkedIn - Not directly contacted by SEU	N	1

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22	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	6
23	Mt Hood Community College 26000 SE Stark St Career Placement Center Gresham, Oregon 97030 Phone : 503-491-7323 Christy Weigel Manual Posting	N	0
24	MTC Works 2101 5th St Tillamook, Oregon 97141 Phone : 503-842-4488 Email : tiara.m.logsdon@oregon.gov Tiara Logsdon	Y	0
25	On-Air Announcement (One or More SEU Stations)	N	1
26	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
27	Oregon State University 1500 SW Jefferson Ave Corvallis, Oregon 97331 Phone : 541-737-0523 Rachel Finch Manual Posting	N	0
28	Portland Community College Opportunity Center @ 42nd 4299 NE Killingsworth Portland, Oregon 97218 Phone : 503-943-2000 Email : Kim.Dealy@pcc.edu Kim Dealy	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Portland State University PO Box 751 Career Center Portland, Oregon 97207 Phone : 503-725-4965 Email : careerconnect@pdx.edu Donna Sessions	N	0
30	Reed College 3203 SE Woodstock Blvd Career Services Portland, Oregon 97202 Phone : 503-777-7550 Career Services Manual Posting	N	0
31	Station Website (one or more SEU stations) 13333 SW 68th Pkwy Tigard, Oregon 97223 Kara Roybal Manual Posting	N	0
32	Sumner College 15115 SW Sequoia Pkwy Ste 200 Tigard, Oregon 97224 Phone : 503-223-5100 Email : debby@magermarketing.net Career Services	N	0
33	University of Oregon Career Center Employment Services PO Box 3257 Eugene, Oregon 97403 Phone : 541-346-3235 Career Services Manual Posting	N	0
34	Walk in/Self-Referral Source	N	2
35	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2023	Establishment of a mentoring program	In 2023, our SEU's Market President worked with an Account Executive to mentor her on best practices and duties needed to move into a sales management position. The Account Executive was mentored in staff management, pricing and budgeting throughout the year and most intensely during the 4th quarter of 2023. The weekly sessions included time with the Division Vice President of Digital Sales in addition to the Market President. As a result, the Account Executive was promoted to a Vice President of Digital Sales in January 2024.	3	Market President Division VP of Digital Sales Account Executive
2	2/27/2024	Participation in events or programs sponsored by educational institutions	On February 27, 2024, our SEU's On-Air Talent visited Franklin High School in Portland, OR. He spoke with a group of students involved with the I AM Academy Life Skills/Career Development program. During the visit, he spoke with the students about his journey in the entertainment industry, including his career path in radio. He spoke about how he got started, the ups and downs of the industry, and other topics surrounding radio and the entertainment industry. The students were able to ask questions throughout the discussion.	1	On-Air Talent

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3	3/19/2024	Participation in events or programs sponsored by educational institutions	On March 19, 2024, our SEU's Market President visited Franklin High School in Portland, OR to speak with a group of high school students. During the visit, our Market President discussed radio and media careers, personal finance, saving and investing, and ways to prepare for a career in broadcasting. He spoke about jobs the students could get now, while still in high school, and steps they could take in college to prepare for a role in radio and media. He also was able to discuss his personal career path and the different roles in broadcast, sales, on-air talent & engineering. The students were able to ask questions throughout the discussion.	1	Market President
4	3/21/2024	Participation in events or programs sponsored by educational institutions	On March 21, 2024, our SEU's Market President visited Roosevelt High School in Portland, OR to speak with a group of high school students. During the visit, our Market President discussed radio and media careers, personal finance, saving and investing, and ways to prepare for a career in broadcasting. He spoke about jobs the students could get now, while still in high school, and steps they could take in college to prepare for a role in radio and media. He also was able to discuss his personal career path and the different roles in broadcast, sales, on-air talent & engineering. The students were able to ask questions throughout the discussion.	1	Market President

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5	3/26/2024	Participation in events sponsored by organizations representing the community	On March 26, 2024, our SEU hosted Boy Scouts of America for a tour of our studio facilities in Tigard, OR. The scout troop was comprised of middle school students who were working on their radio badge. During the visit, the scouts were given a tour of our facilities and learned about the broadcasting business and working in radio. They spoke with the On-Air Talents of one of our morning shows, a News Director, an Assistant Program Director, a Board Operator, several Account Executives, and our Director of Marketing and Promotions. They learned about the various roles involved in radio and had the opportunity to ask questions throughout their visit.	4	Director of Marketing & Promotions News Director Assistant Program Director On-Air Talents
6	4/12/2024	Participation in events sponsored by organizations representing the community	On April 12, 2024, our SEU hosted Boy Scouts of America Troop 106, from St. Helens, OR, for a tour of our studio facilities. The scout troop was comprised of high school and a middle school student who were working on their radio merit badge. During the visit, the scouts were given a tour of our facilities and learned about the broadcasting business and working in radio. They spoke with our Market President, the On-Air Talents of one of our morning shows, a News Director, and our Director of Marketing and Promotions. They learned about the various roles involved in radio and had the opportunity to ask questions throughout their visit.	4	Director of Marketing & Promotions News Director Market President On-Air Talents

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7	7/16/2024	Sponsorship of events in the community designed to increase public awareness	Our SEU partnered with The I Am Academy and the Boys & Girls Club of Portland to provide a mentorship opportunity for a group of five high school students and one college student, which was focused on future careers in radio. Throughout the 4-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, engineering and marketing & promotions. Participants from our SEU included our Market President, Director of Marketing & Promotions, Promotions Event Support, VP of Sales, VP of Digital Sales, several On-Air Talent, Regional Engineer and several Account Executives.	4	Market President Director of Marketing and Promotions On-Air Talent VP of Sales