

KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

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
Outside Account Executive	1-17, 19-30	8
Rip City Radio Blazers Reporter	2-6, 8-15, 17, 19-28, 30	8
Outside Account Executive	2-7, 9-15, 17, 19-30	29
Account Executive	2-6, 8-15, 17-28, 30	20

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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	Asian Health & Service Center 9035 SE Foster Rd Portland, Oregon 97266 Phone : 503-872-8822 Email : dchiu@ahscpdx.org Daniel Chiu	N	0
3	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
4	Career Makers 5200 SW Meadows Rd Suite 150 Lake Oswego, Oregon 97035 Phone : 503-699-3192 Email : peter@careermakers.com Peter Paskill	N	0
5	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
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	Employee Referral	N	3
9	Filipino American Association 8917 SE Stark Portland, Oregon 97216 Phone : 503-253-7636 Email : info@naffaa.org Career Services	N	0
10	George Fox University PO Box 8942 Career Services Newberg, Oregon 97132 Phone : 503-554-2330 Career Services Manual Posting	N	0
11	Goodwill Industries 13920 SW Pacific Highway Tigard, Oregon 97223 Phone : 503-746-5070 Email : jschoblaske@gicw.org Jon Schoblaske	N	0
12	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
13	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

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14	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
15	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	3
16	iHM Human Capital Acquisition	N	1
17	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
18	Indeed.com - Not directly contacted by SEU	N	1
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
20	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	13

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21	Mt Hood Community College 26000 SE Stark St Career Placement Center Gresham, Oregon 97030 Phone : 503-491-7323 Christy Weigel Manual Posting	N	0
22	MTC Works 2101 5th St Tillamook, Oregon 97141 Phone : 503-842-4488 Email : tiara.m.logsdon@oregon.gov Tiara Logsdon Prong 2 Ended Date: 11/19/2024	N	0
23	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
24	Oregon State University 1500 SW Jefferson Ave Corvallis, Oregon 97331 Phone : 541-737-0523 Rachel Finch Manual Posting	N	0
25	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
26	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Sumner College 15115 SW Sequoia Pkwy Ste 200 Tigard, Oregon 97224 Phone : 503-223-5100 Email : debby@magermarketing.net Career Services	N	0
28	University of Oregon Career Center Employment Services PO Box 3257 Eugene, Oregon 97403 Phone : 541-346-3235 Career Services Manual Posting	N	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	2
30	www.mediagignow.com 625 West Adams St. Suite 20-110 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:			23

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/6/2025	Establishment of a mentoring program	During the period of January 6, 2025, through August 29, 2025, our SEU's Broadcast Program Director mentored a Promotions Event Support employee who expressed an interest in learning more about the programming side of the business, with a goal of eventually moving into an on-air position. Our Program Director mentored our Promotion Events Support in the skills needed to host an on-air show, such as basic team dynamics, writing and presentation skills, programming software Sound Plus and best practices for social media posting and engagement. The mentorship included weekly meetings and regular job shadowing with the morning show. The instructional sessions provided our Promotions Event Support an opportunity to observe, participate in and contribute to the morning show on an increasing basis, while receiving regular guidance, feedback and critique to further develop his skills. As a result, in September 2025, our Promotions Event Support was promoted to a position that includes on-air responsibilities	2	Broadcast Program Director Promotion Events Support

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2	7/1/2025	Participation in other activities designed by the station employment unit	<p>During the period of July 1 through July 22, 2025, our SEU partnered with The I Am Academy to provide a structured mentorship opportunity for four high school students interested in future careers in radio. This initiative took place at our studio location in Tigard, Oregon, where the students, accompanied by several adults, visited three days per week for four hours each day over the course of three weeks.</p> <p>The mentorship program was designed to offer hands-on learning and professional insights into the broadcast industry. Members of our staff led discussions and facilitated experiences that introduced students to various roles within radio, including sales, on-air talent, and marketing & promotions. SEU participants included our Market President, Director of Marketing & Promotions, On-Air Talent, and several Account Executives.</p>	4	Market President Director of Marketing and Promotions On-Air Talent Account Executive
3	9/12/2025	Participation in events or programs sponsored by educational institutions	On September 12, 2025, our SEU's Assistant Program Director/On-Air Talent served as a guest speaker for the media class at Cascade High School in Turner, Oregon. He spoke to students about his professional responsibilities with iHeartMedia and the Portland Trail Blazers. The presentation emphasized the importance of revenue generation in media, the value of internships, and the significance of building professional relationships within the broadcast industry. He also discussed topic development and how to support opinions with facts and data. The On-Air Talent introduced a collaborative project with the instructor that will provide students with future on-air experience. The visit concluded with a student-led Q&A session.	1	Assistant Program Director/On-Air Talent