KPOJ(AM), KEX(AM), KKCW(FM), KKRZ(FM), KFBW(FM), KXJM(FM), KLTH(FM)[1]
EEO PUBLIC FILE REPORT
10/01/2008 – 09/30/2009[2]

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
1. VP Operations Manager	1, 7-12, 15-19, 28-77, 83	83
2. Account Executive	1-3, 8-11, 15-19, 28-77, 79-80	80
3. Account Executive	1-3, 8-11, 15-19, 28-77, 79-80	8
4. Account Executive	1-3, 8-11, 15-19, 22, 28-77, 80	80
5. Program Director	1-3, 7-11, 15-19, 28-73, 75-77	8
6. Webmaster/Online Content Director	1-3, 8-11,15-19, 22, 28-73 ,75-77	22
7. On Air Personality	1-3, 7-11, 15-21, 28-73, 75-77	10

[1] As of June 2, 2009, station KQOL(FM) changed its call sign to KFBW(FM). Further, as of April 1, 2009, stations KXJM(FM), Banks, OR, and KLTH(FM), Lake Oswego, OR, joined this SEU. (*See* FCC File Nos. BAL/H-20081212W-X.)

[2] This report provides recruitment data collected September 22, 2008 through September 20, 2009.

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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 12-month period
1	**www.clearcareers.com**	N	7
2	**Oregonian** Contact: Tracy Bryant 1320 SW Broadway Portland, OR 503-221-8000	N	0
3	**Oregonlive.com**	N	1
4	**Jobdango.com** Contact: Ralph King Portland, OR 503-256-4446	N	0
5	**Employment Guide** Contact: Garon Galloway 3611 SE 20th Ave Portland, OR 97202 503-872-9900	N	0
6	**Willamette Week** 822 SW 10th Ave Portland, OR 97205 503-223-1500	N	0
7	**www.allaccess.com**	N	6
8	**Employee Referral**	N	7
9	**Non-employee Referral**	N	2
10	**Walk-ins/Self-Referral**	N	1
11	**Internal Posting**	N	2
12	**Inside Radio** Contact: Gene McKay 365 Union St Littleton, NH 03561 800-248-4242	N	0
13	**Radio and Records** Contact: Karen Mumaw 2049 Century Park East, 41st Floor Los Angeles, CA 90067 310-553-4330	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	**Radio Advertising Bureau** Contact: David Reeder 1320 Greenway Dr, Ste 500 Irving, TX 75038 800-232-3131	N	0
15	**Station Website - www.z100Portland.com**	N	0
16	**Station Website – www.1190kex.com**	N	0
17	**Station Website – www.kool1059.com or**	N	0
18	**Station Website – www.k103.com**	N	0
19	**Station Website – www.620kpoj.com**	N	0
20	**Station Website – www.jammin1075.com**	N	0
21	**Station Website – www.khits1079.com**	N	0
22	**portland.craigslist.org**	N	3
23	**The Register-Guard** PO Box 10188 Eugene, OR 97440 Contact: Babs Ford 541-338-2309	N	0
24	**The Columbian** PO Box 180 Vancouver, WA 98666 Contact: Teresa Davis 360-737-3216	N	0
25	**Cancha** Contact: Tracy Bryant 1320 SW Broadway Portland, OR 503-221-8000	N	0
26	**Society of Broadcast Engineers** "Watercooled" Newsletter Contact: Kent Randles PO Box 1727 Portland, OR 97207 503-497-0369	N	0
27	**www.sbe.org**	N	0
28	**Black United Fund of Oregon** 2828 NE Alberta St Portland, OR 97211 503-282-7973	N	0
29	**Bureau of Indian Affairs** Branch of Employment Assistance 911 NE 11th Ave Portland, OR 97232 Contact: Carl 503-231-6710 f: 503-231-2201	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
30	**Career Makers** 7659 SW Mohawk St Tualatin, OR 97062 503-885-7755 Attn: Peter Paskill ppaskill@hranswers.com	Y *(as of 7/09)*	0
31	**Chinese Social Service Center** 3633 SE 35th Place Portland, OR 97202 503-872-8822	N	0
32	**City University** Attn: Christina Cayton 12500 SE 2nd Circle Vancouver, WA 98684 800-474-6850	Y *(as of 7/09)*	0
33	**Clark College** Attn: Carolyn Johnson 1800 E McLoughlin Blvd MS #25 Vancouver, WA 98663 360-992-2391	Y *(as of 7/09)*	0
34	**College of Legal Arts** 8909 SW Barbur Blvd, Ste 100 Portland, OR 97219 503-223-5100	N	0
35	**Community Action Organization** Attn: HR 1001 SW Baseline St Hillsboro, OR 97123 503-693-3224	N	0
36	**Confederated Tribes of Siletz Indians** Attn: Job Counselors 3715 SE 39th Ave Portland, OR 97202 Contact Anne Renville 503-238-1512 f: 503-238-2436	N	0
37	**Portland Advertising Federation** Attn: Job Referral Services PO Box 8338 Portland, OR 97209 Contact: Laura Wegner 503-224-2623 f:503-224-0273	N	0
38	**Eastern Oregon University/Career Services** Patti Girrard 1 University Blvd La Grande, OR 97850 541-962-3588	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
39	**Filipino American Association** 8917 SE Stark Portland, OR 97216 503-253-7636	N	0
40	**Goodwill Industries** 1943 SE 6th Ave Portland, OR 97214 Contact: Rob Grindeland Phone 503-238-6100	N	0
41	**Heald College** Contact: Marie Todd 6035 NE 78th Ct Portland, OR 97219 503-229-0492 f: 503-229-0498	Y *(as of 7/09)*	0
42	**Hispanic Metropolitan Chamber of Commerce** 333 SW 5th Ave, Ste 100 Portland, OR 97204 Contact: Mary Ann Potter 503-222-0280 f:503-292-3790	N	0
43	**Hispanic Program of Catholic Community Services** 901 SE Oak St #105 Portland, OR 97214 503-669-8350 f: 503-666-7487	N	0
44	**Intercultural Support Center** 1032 SE 35th Portland, OR 97214 Contact: Ami Hsu 503-239-0132 f:503-239-7531	Y *(as of 7/09)*	0
45	**Linfield College** Office of Career Services 900 S Baker St Unit A442 McMinnville, OR 97128 503-883-2562	N	0
46	**Marylhurst University** Po Box 261 Marylhurst, OR 97036 Contact: Lynn Brown 503-636-8141	N	0
47	**MTC Works** 3600 E Third St, Suite B Tillamook, OR 97141 Contact: Tiara Logsdon 503-842-3244	Y *(as of 7/09)*	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
48	**National Black MBA Association** PO Box 4143 Portland, OR 97208 Contact: Joshua Williams/Mark Holman portlandseattlenbmbaa@yahoo.com 503-327-4420	Y *(as of 7/09)*	0
49	**SEI Community & Family Programs** 4134 N Vancouver Ave #311 Portland, OR 97211 Attn: Deondra 503-285-0493	Y *(as of 7/09)*	0
50	**Oregon Assoc of Minority Entrepreneurs** 4134 N Vancouver Portland, OR 97217 503-249-7744 f:503-249-2027	N	0
51	**NE One Stop Career Center** 5600 NE 42nd Ave Portland, OR 97212 503-943-2000 Contact: Eva Vega	N	0
52	**Youth Employment Institute** Contact: JJ Lynch 1704 NE 26th Ave Portland, OR 97212 503-280-1058	Y	0
53	**Urban League of Portland** 10 N Russel St Portland, OR 97227 503-280-2626 f: 503-281-2612 Reception@ulpdx.org	Y *(as of 7/09)*	0
54	**Central City Concern (formerly Workforce Services)** Employment Access Center (formerly West Portland One Stop) Contact: Kate Koehler 2 NW Second Ave Portland, OR 97209 503-226-7387 ext 234	Y *(as of 7/09)*	0
55	**Mt Hood Community College** Division of Workforce Development Workforce Connections 19421 SE Stark Portland, OR 97233 503-252-0758	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
56	**SE Works** One Stop Career Center 6927 SE Foster Road Portland, OR 97206 Contact: Sue Eastman 503-772-2300 seastman@seworks.org www.seworks.org	N	0
57	**North Worksource Portland Metro** Job Corps 30 N Webster Ste E Portland, OR 97217 Contact: Billie Gibbs gibbs.billie@jobcorps.org 503-280-6632 f 503-280-6015	Y *(as of 7/09)*	0
58	**Lewis & Clark College** Ethnic Student Services 10015 SW Terwilliger Blvd Portland, OR 97219	N	0
59	**Art Institute of Portland** 1122 NW Davis St Portland, OR 97209 Contact: Mike Pacchione mpacchione@aii.edu 503-228-6528	Y *(as of 7/09)*	0
60	**Mt Hood Community College** Career Placement Center Contact: Christy Weigel 26000 SE Stark Street Gresham, OR 97030 503-491-7323 f:503-491-6090 mhcareer@mhcc.edu	Y *(as of 7/09)*	0
61	**Northeast Workforce Center** 4106 N Vancouver Ave Portland, OR 97217 Contact: Mamie Gaddis 503-288-4370	N	0
62	**Concordia University** Contact: Lori Reisig 2811 NE Holman Portland, OR 97211 503-280-8512 Lreisig@cu-portland.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
63	**Clackamas Community College** Contact: Career Services Dept/Linda 19600 S Molalla Oregon City, OR 97045 Career@clackamas.edu 503-657-6958	N	0
64	**George Fox University** Contact: Career Services 414 N Meridian PO Box 8942 Newberg, OR 97132 careers@georgefox.edu 503-554-2330 f: 503-554-2339	N	0
65	**Immigrant & Refugee Community Organization** 10301 NE Glisan St Portland, OR 97220 Contact: Kenee keneef@mail.irco.org 503-234-1541 x193 f:503-234-1259	N	0
66	**Japan-American Society of Portland** Attn: Dixie McKeel 312 NW 2nd Portland, OR 97209 503-552-8811	N	0
67	**Lewis and Clark College** Contact: Career Services 0615 SW Palatine Hill Rd LC Box 174 Portland, OR 97219 careers@lclark.edu 503-768-7114	N	0
68	**African American Chamber of Commerce** PO Box 5488 Portland, OR 97228 Contact: Roy Jay blackchamber@usa.net 503-244-5794	N	0
69	**Multnomah Bible College** Attn: Beth Yoder 8435 NE Glisan Portland, OR 97220 placement@multnomah.edu 503-255-0332	N	0
70	**Capital Career Center** 18624 NW Walker Road Beaverton, OR 97006 alliance@pcc.edu 503-533-2713	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
71	**Oregon Association of Broadcasters** 7150 SW Hamilton St Ste 240 Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org 503-443-2299 f:503-443-2488	N	1
72	**Oregon Department of Employment** 30 N Webster, Ste E Portland, OR 97217 503-280-6009 f: 503-229-5329 Contact: Linda Ferrar	N	1
73	**Portland State University Career Center** Contact: Kris Lucht PO Box 751 Portland, OR 97207 503-725-4613	N	0
74	**Reed College** Contact: Career Services 3203 SE Woodstock Blvd Portland, OR 97202 Career.services@reed.edu 503-777-7550	N	0
75	**Willamette University** Career Services 900 State Street Salem, OR 97301 Contact: Connie Ralph Cs-job-postings@willamette.edu 503-370-6300	N	0
76	**Portland Community College** Student Employment Services – SSB104 PO Box 19000 Portland, OR 97280 stujobs@pcc.edu 503-978-5030	N	0
77	**University of Oregon** Career Center Employment Services PO Box 3257 Eugene, OR 97403 bmorrill@uoregon.edu;jobs@uoregon.edu 541-346-3235	N	0
78	**Unknown**	N	0
79	**HireQuest Career Fair - 7/16/08**	N	2
80	**HireQuest Career Fair – 8/27/08**	N	3
81	**Clear Channel Job Fair – 1/14/09**	N	0
82	**Clear Channel Job Fair – 5/20/09**	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
83	**Internal Transfer/Promotion**	N	1
		TOTAL INTERVIEWEES OVER 12-MONTH PERIOD	37

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	Our SEU regularly conducts an internship program with local colleges and universities. All interns receive academic credit from their academic institutions for the time they spend job shadowing and getting hands-on experience at the stations. During Summer 2009, our SEU hosted a total of two interns, as follows: Programming – Two interns supervised by the Operations Manager. The interns represented the following schools: Portland Community College and Clark Community College
2	Host Job Fair	On January 14, 2009, our SEU hosted a job fair held at the Lloyd Center in Portland, OR. We solicited participating local employers, provided each with signage for the event, promoted the fair via on-air announcements and assisted participants with their exhibition needs. Our SEU also participated as a local employer, speaking with and collecting resumes from multiple job seekers. Station participants included our HR/Payroll Manager, General Sales Manager, Local Sales Manager and Director of Marketing & Promotions.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 23, 2009, an Afternoon Talent hosted a group of students from Mt. Hood Community College's radio program. The students were given a tour of our facility. Employees from our production, programming, traffic & promotions departments spoke to the students about their departments and answered questions they had regarding broadcast employment.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Host Job Fair	On May 20, 2009, our SEU hosted a job fair held at the Clackamas Town Center in Portland, OR. We solicited participating local employers, provided each with signage for the event, promoted the fair via on-air announcements and assisted participants with their exhibition needs. Our SEU also participated as a local employer, speaking with and collecting resumes from multiple job seekers. Station participants included our HR/Payroll Manager, General Sales Manager and Program Director.