

KEHK(FM), KUJZ(FM), KNRQ-FM, KSCR(AM),

**KUGN(AM) and KZEL-FM
EEO PUBLIC FILE REPORT
October 1, 2010 – September 30, 2011**

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	1,2,3,4,5,8,9,10,11,12,14	14
Account Executive	1,2,3,4,5,8,9,10,11,12,14	11
Account Executive	1,2,3,4,5,8,9,10,11,12,14	12
Account Executive	1,2,3,4,5,8,9,10,11,12,14	14
Account Executive	1,2,3,4,5,8,9,10,11,12,14	14
Sales Assistant	1,2,3,4,5,6,8,9,10,11,13,15	15
Traffic Manager	1,2,3,4,5,6,7,8,9,10,11,13,15	12
Chief Engineer	1,2,3,4,5,6,8,9,11,13,15	Still open
On-Air Talent KUGN	1,2,3,4,5,6,8,9,11,13,15	12

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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 Reporting Period
1	Ohio Center for Broadcasting 5330 East Main Street, Suite 200 Columbus, OH 43213 Telephone: 614.245.0555 Contact: Gary James at gary@beonair	Y	0
2	Oregon Association of Broadcasters 7150 SW Hampton Street, Suite 240 Portland, OR 97223-8366 Contact: Bill Johnstone 503.443.2299	N	0
3	Oregon Employment Department 2150 Oakmont Way Eugene, OR 97401 541.686.7601	N	3
4	All Access Radio Group AllAccess.com	N	0
5	Oregon State University Office of Human Resources 122 Kerr Administration Building Corvallis, OR 97331	n	0
6	Register Guard 3500 Chad Drive Eugene, OR 97401	N	4
7	Traffic Directors Guild of America	N	0
8	University of Oregon Eugene, OR 97405 541.346.1000	N	3
9	E-mail to Cumulus Business Managers CMIBusinessManagers@Cumulus,.com	N	0
10	On-Air Announcements (<i>all SEU stations</i>)	N	7
11	Eugenehelpwanted.com	N	4
12	Walk-In/Self-Referral	N	1
13	Craigslist.com	N	6
14	Cumulus Eugene Open House (<i>as listed in Section III</i>)	N	10
15	Zip Recruiting	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			39

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	During this reporting period, this SEU hosted one (1) student interns from the Lane Community College. This intern was supervised by our Promotions Director who taught her about promotions set-up and planning. The intern also assisted with the filing of office paperwork and was eventually hire for part time work.
2	Internship Program	During this reporting period, this SEU had an intern from A3 District (Springfield, OR) High School. This intern was supervised by our Promotions Director who taught him about promotions set-up and planning. He also assisted with the filing of office paperwork.
3	Station Tours (3)	During this reporting period, this SEU conducted three (3) station tours: one for Elmira High School for their high school students on February 21, 2011; one for South Eugene High School for their high school students on April 18 th 2011 and one for Boy Scout Troup on July 12, 2011. Our Promotions Director and Traffic Manager guided these groups through our studios as he talked with them about career opportunities in radio. As the groups traveled through the various departments, members of the staff also shared interesting details about their jobs.

4	Participated in Job Fair	On February 25, 2011, this SEU participated in a job fair at Elmira High School, in Eugene, Oregon. The SEU's Promotions Director and Business Manager spoke with attendees about career opportunities in broadcasting as well as job openings and internship opportunities within the SEU. Applications /resumes were accepted from interested attendees.
5	Participated in Job Fair	On January 20, 2011, this SEU participated in a International Career Fair at the University of Oregon at Eugene. The SEU's Promotions Director and Business Manager spoke with attendees about career opportunities in broadcasting as well as job openings and internship opportunities within the SEU. Applications /resumes were accepted from interested attendees.
6	Participated in Job Fair	On April 21, 2011, this SEU participated in a job fair at Lane Community College at Eugene. The SEU's Promotions Director and Business Manager spoke with attendees about career opportunities in broadcasting as well as job openings and internship opportunities within the SEU. Applications /resumes were accepted from interested attendees.
7	Hosted Open House (3)	On October 15, 2010, March 3, 2011 and June 29, 2011, this SEU hosted an Open House targeted toward recruitment of Account Executives at our studios in Eugene. This event was promoted on all SEU stations. SEU personnel talked with attendees about radio and a career in radio sales. Interested attendees were encouraged to fill out an application before leaving. Station participants included our Market and General Sales Managers as well as some Account Executives. We hired two Account Executive from these Open Houses

8 Job Shadowing	<p>This SEU hosted several potential Account Executives with Job Shadowing. Several candidates followed Account Executive around them for a day to see if a career in Radio was for them. They went on sales calls, went through the motions that a sales person does on a daily basis. The Account Executives at our studios in Eugene personnel talked with the Job Shadower about radio and a career in radio sales. Interested Job Shadowers were encouraged to fill out an application before leaving. Station participants included our Market and General Sales Managers as well as most of the Account Executives. We hired three Account Executive from Job Shadowing</p>
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