KEX-AM, KFBW-FM, KKCW-FM, KKRZ-FM, KLTH-FM, KPOJ-AM, KXJM-FM
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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, 3-4, 6-15, 17-22, 24-27, 29-60, 62-66	18
Traffic Reporter	1, 3-4, 6-15, 17-22, 24-38, 40-48, 50-66	18
Program Director	1-4, 6-15, 17-22, 24-27, 29-38, 40-48, 50-60, 62-66	18
AM Drive Co-Host KKCW/Portland	1-4, 6-15, 17-22, 24-48, 50-60, 62-66	18
Account Executive	1, 3-17, 19-27, 29-38, 40-48, 50-60, 62-66	23
Producer	1-4, 6-15, 17-22, 24-38, 40-60, 62-66	28

This report provides recruitment data collected September 21, 2010 through September 20, 2011.

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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	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Fax : 1--- Roy Jay	N	0
2	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : Email : Fax : Manual posting Career Services	N	4
3	Art Institute of Portland 1122 NW Davis St Portland, Oregon 97209 Phone : 503-228-6528 Email : Fax : Manual posting Mike Pacchione	N	0
4	Asian Health & Service Center 3430 SE Powell Blvd Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpdx.org Fax : 1--- Daniel Chiu	N	0
5	Black United Fund of Oregon 2828 NE Alberta St Portland, Oregon 97211 Phone : 503-282-7973 Email : Fax : Manual posting Career Services	N	0
6	Bureau of Indian Affairs 911 NE 11th Ave Branch of Employment Assistance/Carl Portland, Oregon 97232 Phone : 503-231-2171 Email : Fax : Manual posting Carl n/a	N	0

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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
7	Career Makers 7659 SW Mohawk St Tualatin, Oregon 97062 Phone : 503-885-7755 Email : ppaskill@hranswers.com Fax : 1--- Peter Paskill	Y	0
8	Central City Concern Employment Access Center 2 NW Second Ave Portland, Oregon 97209 Phone : 503-226-7387 x 234 Email : Fax : Manual posting Kate Koehler	Y	0
9	City University 12500 SE 2nd Circle Vancouver, Washington 98684 Phone : 800-474-6850 Email : Fax : Manual posting Karla Stroop	Y	0
10	Clackamas Community College 19600 S Molalla Career Services Dept/Tom Brown Oregon City, Oregon 97045 Phone : 503-657-6958 Email : thomasb@clackamas.edu Fax : 1--- Tom Brown	N	0
11	Clark College 1800 E McLoughlin Blvd MS#25 Vancouver, Washington 98663 Phone : 360-992-2391 Email : Fax : Manual posting Carolyn Johnson	Y	0
12	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Email : Fax : Manual posting Career Services	N	1

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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
13	Community Action Organization 1001 SW Baseline Street Attn: HR Hillsboro, Oregon 97123 Phone : 503-693-3224 Email : Fax : Manual posting Career Services	N	0
14	Concordia University 2811 NE Holman Portland, Oregon 97211 Phone : 503-280-8512 Email : Fax : Manual posting Lori Reisig	N	0
15	Confederated Tribes of Siletz Indians 12790 SE Stark St Ste 102 Attn: Job Counselors Portland, Oregon 97233 Phone : 503-238-1512 Email : Fax : Manual posting Anne Renville	N	0
16	Craig's List P.O. Box 225159 San Francisco, California 94122 Phone : Email : Fax : Manual posting Career Services	N	0
17	Eastern Oregon University 1 University Blvd Academic and Career Advising LaGrande, Oregon 97850 Phone : 541-962-3588 Email : career@eou.edu Fax : 1--- n/a Academic & Career Advising	N	0
18	Employee Referral	N	7

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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
19	Filipino American Association 8917 SE Stark Portland, Oregon 97216 Phone : 503-253-7636 Email : Fax : Manual posting Career Services	N	0
20	George Fox University PO Box 8942 Career Services Newberg, Oregon 97132 Phone : 503-554-2330 Email : careers@georgefox.edu Fax : 1--- Career Services	N	0
21	Goodwill Industries 1943 SE 6th Avenue Portland, Oregon 97214 Phone : 503-238-6176 Email : Fax : Manual posting Gary Van Allen	N	0
22	Heald College 6035 NE 78th Ct Portland, Oregon 97218 Phone : 503-229-0492 Email : Fax : Manual posting Marie Todd	Y	0
23	HireLive Career Fair	N	2
24	Hispanic Metropolitan Chamber of Commerce 333 SW 5th Avenue # 100 Portland, Oregon 97204 Phone : 503-222-0280 Email : Fax : Manual posting Mary Ann Potter	N	0

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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
25	Hispanic Program of Catholic Community Services 138 NE 3rd Suite 140 Gresham, Oregon 97030 Phone : 503-669-8350 Email : Fax : Manual posting Career Services	N	0
26	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 x 193 Email : keneef@mail.irco.org Fax : 1--- Career Services	N	0
27	Intercultural Support Center 3633 SE 35th Pl Portland, Oregon 97236 Phone : 503-239-0132 Email : Fax : Manual posting Ami Hsu	Y	0
28	Internal Candidate	N	5
29	Japan American Society of Portland 312 NW 2nd Portland, Oregon 97209 Phone : 503-552-8811 Email : dmckeel@jaso.org Fax : 1--- Dixie McKeel	N	0
30	Lewis & Clark College 10015 SW Terwilliger Blvd Ethnic Student Services Portland, Oregon 97219 Phone : Email : Fax : Manual posting Career Services	N	0

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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
31	Linfield College 900 S Baker Street Unit A442 Office of Career Services McMinnville, Oregon 97128 Phone : 503-883-2562 Email : Fax : Manual posting Career Services	N	0
32	Marylhurst University PO Box 261 Marylhurst, Oregon 97036 Phone : 503-636-8141 Email : Fax : Manual posting Lynn Brown	N	0
33	Mount Hood Community College 19421 SE Stark Workforce Connections Portland, Oregon 97233 Phone : 503-252-0758 Email : Fax : Manual posting Babette Career Services	N	0
34	Mt Hood Community College 26000 SE Stark St Career Placement Center Gresham, Oregon 97030 Phone : 503-491-7323 Email : mhcareer@mhcc.edu Fax : 1--- Christy Weigel	Y	0
35	MTC Works 3600 E Third St, Ste B Tillamook, Oregon 97141 Phone : 503-842-3244 Email : tiara.logsdon@mtctrains.com Fax : 1--- Tiara Logsdon	Y	0
36	Multnomah Bible College 8435 NE Glisan St Portland, Oregon 97220 Phone : 503-255-0332 Email : placement@multnomah.edu Fax : 1--- Beth Yoder	N	0

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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
37	My Air Check #1-771 Gibsons Way Gibsons Way, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	Y	0
38	National Black MBA Association PO Box 4143 Portland, Oregon 97208 Phone : Email : portlandseattlenbmbaa@yahoo.com Fax : 1--- Josh Williams Mark Holman	Y	0
39	Non-Employee Referral	N	2
40	North Worksource Portland Metro 30 N Webster Suite E Job Corps Portland, Oregon 97217 Phone : 503-280-6632 Email : gibbs.billie@jobcorps.org Fax : 1--- Billie Gibbs	Y	0
41	Northeast One Stop Career Center 5600 NE 42nd Avenue Portland, Oregon 97212 Phone : 503-943-2000 Email : Fax : Manual posting Rita White	N	0
42	Oregon Association of Broadcasters 7150 SW Hamilton St #240 Portland, Oregon 97223 Phone : 503-443-2299 Email : theoab@theoab.org Fax : 1--- Bill Johnstone	N	2

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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
43	Oregon Association of Minority Entrepreneurs 4134 N Vancouver Portland, Oregon 97217 Phone : 503-249-7744 Email : Fax : Manual posting Career Services	N	0
44	Oregon Department of Employment 30 N Webster Suite E Portland, Oregon 97217 Phone : 503-280-6009 Email : 111.emp@state.or.us Fax : 1--- Linda Ferrar	N	0
45	Oregonlive.com 1320 SW Broadway Portland, Oregon 97201 Phone : 503-221-8474 Email : Fax : Manual posting Anne Hopwood	N	1
46	PCC Willow Creek Center 241 SW Edgeway Dr Beaverton, Oregon 97006 Phone : 503-533-2713 Email : Fax : Manual posting Career Services	N	0
47	Portland Advertising Federation PO Box 8338 Attn: Job Referral Services Portland, Oregon 97209 Phone : 503-224-2623 Email : Fax : Manual posting Laura Wegner	N	0
48	Portland Community College Student Employment Services SSB104 PO Box 19000 Portland, Oregon 97280 Phone : 503-978-5030 Email : stujobs@pcc.edu Fax : 1--- Career Services	N	0

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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
49	Portland State University PO Box 751 Career Center Portland, Oregon 97207 Phone : 503-725-4965 Email : Fax : Manual posting Donna Sessions	N	0
50	Reed College 3203 SE Woodstock Blvd Career Services Portland, Oregon 97202 Phone : 503-777-7550 Email : career.services@reed.edu Fax : 1--- Career Services	N	0
51	SE Works 7916 SE Foster Road Sue Eastman Portland, Oregon 97206 Phone : 503-772-2300 Email : seastman@seworks.org Fax : 1--- Sue Eastman	N	0
52	SEI Community & Family Programs 4134 N Vancouver Avenue #311 Attn: Gwen Portland, Oregon 97211 Phone : 503-285-0493 Email : Fax : Manual posting Gwen Career Services	Y	0
53	Station Website - KEX 4949 SW Macadam Ave Portland, Oregon 97239 Phone : 503-323-6627 Email : Fax : Manual posting Adam Crowell	N	0
54	Station Website - KFBW 4949 SW Macadam Ave Portland, Oregon 97239 Phone : 503-323-6627 Email : Fax : Manual posting Adam Crowell	N	0

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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
55	Station Website - KKCW 4949 SW Macadam Ave Portland, Oregon 97239 Phone : 503-323-6627 Email : Fax : Manual posting Adam Crowell	N	0
56	Station Website - KKRZ 4949 SW Macadam Ave Portland, Oregon 97239 Phone : 503-323-6627 Email : Fax : Manual posting Adam Crowell	N	0
57	Station Website - KLTH 4949 SW Macadam Ave Portland, Oregon 97239 Phone : 503-323-6627 Email : Fax : Manual posting Adam Crowell	N	0
58	Station Website - KPOJ 4949 SW Macadam Ave Portland, Oregon 97239 Phone : 503-323-6627 Email : Fax : Manual posting Adam Crowell	N	0
59	Station Website - KXJM 4949 SW Macadam Ave Portland, Oregon 97239 Phone : 503-323-6627 Email : Fax : Manual posting Adam Crowell	N	0
60	Sumner College 8909 SW Barbur Blvd Ste 100 Portland, Oregon 97219 Phone : 503-223-5100 Email : Fax : Manual posting Career Services	N	0

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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
61	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams	N	0
62	The Oregonian 1320 SW Broadway Portland, Oregon 97201 Phone : 503-221-8474 Email : Fax : Manual posting Anne Hopwood	N	0
63	University of Oregon Career Center Employment Services PO Box 3257 Eugene, Oregon 97403 Phone : 541-346-3235 Email : internships@jcomm.uoregon.edu Fax : 1--- Sally Garner	N	0
64	Urban League of Portland 10 N Russel St Portland, Oregon 97227 Phone : 503-280-2626 Email : reception@ulpdx.org Fax : 1--- Career Services	Y	0
65	Willamette University 900 State Stereet Career Services Salem, Oregon 97301 Phone : 503-370-6300 Email : cs-job-postings@willamette.edu Fax : 1--- Connie Ralph	N	0
66	Youth Employment Institute 1704 NE 26th Avenue Portland, Oregon 97212 Phone : 503-280-1058 Email : Fax : Manual posting JJ Lynch	Y	0

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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
		TOTAL INTERVIEWS OVER REPORTING PERIOD:	24

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	11/17/2010	Participation in events or programs sponsored by educational institutions	On November 17, 2010, our SEU hosted a tour of students from the Mt Hood Community College Radio Program at our facility. The tour was led by one of our on-air staff members. A representative from each of our departments gave the students a brief description of their department and job. Students had the opportunity to ask questions and get first hand information of what it is like to work in radio.	5		0.25
2	7/8/2011	Provision of training to management	Each of our department heads was required to take a Syntrio online training, provided by our corporate offices. The training was titled "Preventing Employment Discrimination" and was to be completed between 6/28/11 and 7/8/11. The training was a good refresher for all of our hiring managers, as to preventing employment discrimination and ensuring equal opportunity.	15		1.00
3	7/26/2011	Participation in Job Fairs	On July 26, 2011 our SEU participated in a career fair, hosted by HireLive, at the Embassy Suites Hotel in Tigard, OR. This was a sales focused career fair, during which we were able to meet and speak with prospective employees interested in a sales career. Station participants included our Director of Sales, and our 4 General Sales Managers.	5	Director of Sales General Sales Manager General Sales Manager General Sales Manager	0.25
4	8/24/2011	Hosting of Job Fair	On August 24, 2011, our SEU hosted a career fair at Lloyd Center Mall in Portland, OR. Together with Oregon Worksource, we solicitated employers and schools to participate in the career fair. We assisted participants with their exhibition needs, and promoted the event on-air, online, and via email blasts. Our SEU also participated a s a local employer, speaking with and collecting resumes from multipe job seekers. Station participants included a General Sales Manager, 2 Program Directors, our Director of Programming, and a Promotions Director.	5	General Sales Manager Director of Programming Program Director Promotions Director	1.00

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
					TOTAL POINTS OVER REPORTING PERIOD:	**2.50**