

**KUGN(AM), KSCR(AM), KZEL-FM, KNRQ-FM, KUJZ(FM), and  
KEHK(FM)**

**EEO PUBLIC FILE REPORT  
October 1, 2008 – September 30, 2009**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
KNRQ-FM Morning Show Co-Host	1, 3, 15-17, 21	21
KUGN Morning Co-Host News Anchor	1, 5, 7-8, 10, 12, 15-17, 19	15
Promotions Manager	1, 4-5, 8, 10-12, 15-17	16
Traffic Assistant	1-2, 4-7, 11-12, 17, 19	4
Account Executive/Sales	13, 15-20	16
Account Executive/Sales	13, 15-20	15
Account Executive/Sales	13, 15-20	15
InfoRadio On Air Host	1, 5, 7-8, 10, 12, 15-17, 19	15
Account Executive/Sales	13, 15-20	15
Account Executive/Sales	13, 15-20	15
Account Executive/Sales	13, 15-20	15

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**MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Oregon Association of Broadcasters</b> 7150 SW Hampton Street Suite 240 Portland, OR 97223-8366 Contact: Bill Johnstone 503.443.2299	N	0
2	<b>Oregon Employment Department</b> 2150 Oakmont Way Eugene, OR 97401 Contact: Greg Henderickson 541.686.7601	N	4
3	<b>All Access Radio Group</b> AllAccess.com	N	2
4	<b>University of Oregon</b> Eugene, OR 97405 541.346.1000	N	7
5	<b>Lighthouse Internet Ltd.</b> Division of Culture Unplugged India Pvt. Ltd. Oasis Business Center, 6 Lissenden Gardens, London NW5 1LX, England. Email: office[at]mandy.com Tel: +44(0)207 482 8820 <b>www.Mandy.com</b>	N	9
6	<b>CCNMA</b> USC Annenberg School of Journalism 727 W. 27th Street, Room 201 Los Angeles, CA 9089-7725 Phone: (213) 821-0075 / Fax: (213) 743-1838 ccnmainfo@ccnma.org	N	0
7	<b>Investigative Reporters and Editors</b> 141 Neff Annex University of Missouri Columbia MO 65211 Phone: 573-882-2772 Fax: 573-882-5431 www.IRE.org	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	<b>MediaLine</b> P.O. Box 51909 Pacific Grove, CA 93950 <i>Phone: 800-237-8073</i> <i>Fax: 831-648-5204</i> www.medialine.com	N	0
9	<b>www.newsjobs.com</b>	N	0
10	<b>www.TVandRadiojobs.com</b>	N	0
11	<b>Oregon State University</b> Office of Human Resources 122 Kerr Administration Building Corvallis, OR 97331-2132	N	4
12	<b>Cumulus Media Inc. Business Managers</b> CMIBusinessManagers@Cumulus.com	N	0
13	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
14	Omitted Intentionally		0
15	<b>Word-of-Mouth Referral</b>	N	7
16	<b>Walk-In/Self-Referral</b>	N	26
17	<b>Internal Posting</b>	N	0
18	<b>Cumulus-Eugene Job Fair</b> ( <i>see Section III</i> )	N	28
19	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	8
20	<b>cumulusjobs.com</b>	N	0
21	<b>Internal Transfer/Promotion</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			96

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Host Career Fair	On March 25, 2009, this station employment unit (“SEU”) hosted a Career Fair at the Hilton Hotel in Eugene Oregon. Our SEU solicited local employers to participate in this event and assisted them with their exhibition needs. The SEU also participated as an exhibitor, providing information about careers in broadcasting and job openings within this SEU to attendees. This event was promoted over the air on one or more SEU stations. SEU participants included the Director of Sales as well as the Operations, General Sales, Business and Promotions Managers.
<b>2</b>	Management level training regarding equal employment opportunity and prevention of discrimination	On February 5, 2009, our SEU participated via teleconference in a training session entitled “The Nuts & Bolts of EEO Compliance” presented by outside communications counsel for Cumulus. SEU participants included our Business Manager.
<b>3</b>	Internship Program	During this reporting period this SEU hosted seven (7) interns from the University of Oregon. These interns reported to our Promotions Director who taught them about promotions set-up and planning. They also assisted with the filing of office paperwork.
<b>4</b>	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	In December 2008, this SEU gave the local youth hockey team, Lane Amateur Hockey Association, an educational station tour and talked with them about radio broadcasting.

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>5</b>	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	In June 2009, this SEU hosted an educational station tour for the Corridor/Kelly Junior High School group to show them what goes on at a radio station and talk about the different job opportunities that are available in radio.