

**KEHK(FM), KUJZ(FM), KNRQ-FM, KSCR(AM),
KUGN(AM) and KZEL-FM
EEO PUBLIC FILE REPORT
October 1, 2009 – September 30, 2010**

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	2, 6-7	7
Account Executive	2, 6-7	7
On-Air Talent (Afternoons)	2, 4-5, 11	11
Account Executive	2, 6-7	7
Account Executive	2, 6-7	7
Business Manager	6-7, 10-11	11

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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	1
3	Oregon Employment Department 2150 Oakmont Way Eugene, OR 97401 541.686.7601	N	0
4	All Access Radio Group AllAccess.com	N	1
5	University of Oregon Eugene, OR 97405 541.346.1000	N	0
6	E-mail to Cumulus Business Managers CMIBusinessManagers@Cumulus,.com	N	0
7	On-Air Announcements (all SEU stations)	N	34
8	cumulusjobs.com	N	0
9	Walk-In/Self-Referral	N	3
10	Craigslist.com	N	8
11	Internal Transfer/Promotion	N	1
12	Open House (as listed in Section III)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			48

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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 eight (8) student interns from the University of Oregon. These interns were supervised by our Promotions Director who taught them about promotions set-up and planning. The interns also assisted with the filing of office paperwork.
2	Internship Program	During this reporting period, this SEU began a new internship program specifically for A3 District (Springfield, OR) High School students. These interns were supervised by our Promotions Director who taught them about promotions set-up and planning. They also assisted with the filing of office paperwork.
3	Station Tours (4)	During this reporting period, this SEU conducted four (4) station tours: one for the A3 District (Springfield, OR) high school students on November 18, 2009; one for the Program for the Handicapped on December 16, 2009; one for Elmira High School students on April 23, 2010; and one for the Marcola Boy Scout Troup on June 25, 2010. Our Promotions Director 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 26, 2010, 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 April 15, 2010, this SEU participated in a job fair at the University of Oregon at Eugene. The SEU's Promotions Director 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, 2010, this SEU participated in a job fair at Lane Community College at Eugene. The SEU's Promotions Director 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	On August 18, 2010, 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.