

**KXRO(AM), KDUX-FM, KXXK(FM), KWOK(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020-September 30, 2021**

**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>
No vacancies during this reporting period		

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

<b>Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<b>WorkSource Grays Harbor</b> ( <i>Washington State Employment Services posting jobs on State job bank and in its offices throughout State</i> ) Loretta Thomas (360)538-2340 511 W. Heron Street Aberdeen, WA 98520	No	0
2	<b><u>The Daily World</u></b> Classified AD manager (360)532-4000 315 South Michigan Street Aberdeen, WA. 98520 <a href="http://www.thedailyworld.com">www.thedailyworld.com</a>	No	0
3	<b>Washington State Broadcasters Association</b> ( <i>Job Bank</i> ) Keith Shipman (360)705-0774, Fax (360)705-0873 <a href="mailto:PO BOX 11341">PO BOX 11341</a> <a href="mailto:Tacoma, WA 98411-0341">Tacoma, WA 98411-0341</a> <a href="http://www.wsab.org">www.wsab.org</a>	No	0
4	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
5	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	0
6	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
7	<b>Internal Posting</b>	No	0
8	<b>Word-of-Mouth Referral</b>	No	0
9	<b>Walk-In/Self-Referral</b>	No	0
10	<b>Indeed.com</b> ( <i>automated posting from Alpha Media careers website</i> )	No	0
11	<b>Grays Harbor College</b> Brad Duffy, Communications Instructor 1620 Edward P Smith Drive Aberdeen, WA 98520 (360)538-4218, Fax (36)538-4298	No	0

Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	<b>Washington State University</b> (509)335-9107 <a href="http://www.careers.wsu.edu">www.careers.wsu.edu</a> (WSU Career Track job posting)	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			0

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship program	During this reporting period, SEU's Program Director hosted one intern from Montesano High School/Grays Harbor Community College (Running Start Program) during Fall 2020. The internship included job shadow during live morning show as well as assisting with set-up with on-site events.
<b>2</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On September 8, 2021, our SEU's Market Manger completed Think HR online training entitled, "EEO and Lawful Hiring" provided by Alpha Media.