

## EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period September 22, 2007 to September 21, 2008.**

**1) Employment Unit Location/Name:** Portland, OR/CBS Radio Stations Inc.

**2) Unit Members (List all station call signs and communities of license):** KUFO-FM, Portland, OR  
KXJM-FM, Banks, OR  
KCMD-AM, Portland, OR

**3) EEO Contact Information for Employment Unit:**

|   |   |
|---|---|
| Mailing Address:<br>CBS Radio<br>1501 SW Jefferson Street<br>Portland, OR 97201 | Telephone Number:<br>503-517-6133   |
|   | Contact Person:<br>Mike Noel  |
|   | E-mail Address:<br><a href="mailto:michael.noel@CBSRadio.com">michael.noel@CBSRadio.com</a> |

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

| Job Title                          | Recruitment Source Referring Hiree |
|------------------------------------|------------------------------------|
| 1. Program Director                | CBS Radio Website                  |
| 2. Sales Assistant                 | Portland Community College Website |
| 3. National Sales Assistant        | Monster Website                    |
| 4. National Promotions Coordinator | University of Oregon Website       |
| 5. Promotions Director             | Internal Candidate                 |
| 6. Promotions Director             | Internal Candidate                 |
| 7. Account Executive               | Employee Referral                  |
| 8. Account Executive               | Monster Website                    |
| 9. Account Executive               | Employee Referral                  |
| 10. Account Executive              | Walk-In                            |
| 11. Account Executive              | Industry Referral                  |
| 12. Account Executive              | Industry Referral                  |
| 13. Controller                     | Monster Website                    |
| 14. Senior Staff Accountant        | Monster Website                    |

**Stations KUFO-FM, KXJM-FM and KCMD-AM are Equal Opportunity Employers.**

5) Job Title: Program Director (Job Title #1) Referral Source(s) of Hire: CBS Radio Website

| Name of Organization Notified of Job Vacancy:               | Contact Person        | Address:   | Telephone Number:   | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|-----------------------|--|---|----------------------------|--|
| CBS Radio Website   | Entered on website    | <a href="http://www.cbsradio.com">www.cbsradio.com</a>           | 503-517-6133  | 4                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein           | 1501 SW Jefferson, Portland, OR 97201                            | 503-517-6133  | 1                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone        | 7150 SW Hampton St, Portland, OR 97223                           | 503-443-2299  | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website    | <a href="http://www.careerpage.org">www.careerpage.org</a>       | 202-429-5300  | 0                          | No   |
| Monster Website   | Entered on website    | <a href="http://www.monster.com">www.monster.com</a>             | 866-378-6224  | 0                          | No   |
| Oregon Employment Dept                                      | Entered on website    | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>     | 503-731-4139  | 0                          | No   |
| Asian Reporter  | Classified Department | 922 N. Killingsworth, Portland, OR 97217                         | 503-283-4440  | 0                          | No   |
| El Hispanic News  | Classified Department | 2130 SW 5 <sup>th</sup> , Portland, OR 97201                     | 503-228-3139  | 0                          | No   |
| The Skanner   | Classified Department | 415 N. Killingsworth, Portland, OR 97217                         | 503-285-5555  | 0                          | No   |
| Radio Online  | Entered on website    | <a href="http://Jobs.radio-online.com">Jobs.radio-online.com</a> | 806-352-7503  | 0                          | No   |
| AllAccess.com   | Entered on website    | 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265       | 310-457-6616  | 1                          | No   |
| AM/FMJobs.com   | Entered on website    | P.O. Box 4116<br>Oceanside, CA 92052                             | 760-754-8177  | 0                          | No   |
| TvandRadiojobs.com  | Entered on website    | <a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a> | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no phone contact #) | 0                          | No   |

5) Job Title: Sales Assistant (#2)

Referral Source(s) of Hiree: Portland Community College Website

| Name of Organization Notified of Job Vacancy:               | Contact Person         | Address:   | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|--|-------------------|----------------------------|--|
| CBS Radio Website   | Entered on website     | <a href="http://www.cbsradio.com">www.cbsradio.com</a>                                       | 503-517-6133      | 1                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein            | 1501 SW Jefferson, Portland, OR 97201  | 503-517-6133      | 1                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone         | 7150 SW Hampton St, Portland, OR 97223   | 503-443-2299      | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website     | <a href="http://www.careerpage.org">www.careerpage.org</a>                                   | 202-429-5300      | 0                          | No   |
| Monster Website   | Entered on website     | <a href="http://www.monster.com">www.monster.com</a>   | 866-378-6224      | 3                          | No   |
| Oregon Employment Dept                                      | Entered on website     | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>                                 | 503-731-4139      | 0                          | No   |
| Chinese Social Service Center                               | Job Placement          | 3633 SE 35 <sup>th</sup> Place; Portland, OR 97201   | 503-872-8822      | 0                          | Yes  |
| Urban League  | Employment Department  | 10 N. Russell, Portland, OR 97227  | 503-280-2600      | 0                          | Yes  |
| Women In Communications                                     | Job Bank               | PO Box 3924, Portland, OR 97208  | 503-246-6210      | 0                          | Yes  |
| YWCA  | Job Bank               | 1111 SW 10 <sup>th</sup> Ave, Portland, OR 97205   | 503-294-7400      | 0                          | No   |
| Cole & Weber  | Job Bank               | 115 NW First Ave, Portland, OR 97209   | 503-226-2821      | 0                          | Yes  |
| Asian Reporter  | Classified Department  | 922 N. Killingsworth, Portland, OR 97217   | 503-283-4440      | 0                          | No   |
| El Hispanic News  | Classified Department  | 2130 SW 5 <sup>th</sup> , Portland, OR 97201   | 503-228-3139      | 0                          | No   |
| The Skanner   | Classified Department  | 415 N. Killingsworth, Portland, OR 97217   | 503-285-5555      | 0                          | No   |
| Clark College   | Entered on website     | Ecampus Recruiter website  | 360-992-2155      | 0                          | No   |
| Oregon State University                                     | Entered on website     | <a href="http://www.experience.com">www.experience.com</a>                                   | 541-737-0523      | 0                          | No   |
| Clackamas Community College                                 | Career Center          | 19600 S. Molalla Ave, Oregon City, OR 97045  | 503-657-8400      | 0                          | No   |
| Eastern Oregon State College                                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 541-962-3588      | 0                          | No   |
| George Fox College  | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-554-2331      | 0                          | No   |
| Lewis & Clark College                                       | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-768-7079      | 0                          | No   |
| Linfield College  | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-883-2442      | 0                          | No   |

|                             |                        |  |  |   |    |
|-----------------------------|------------------------|--|--|---|----|
| Pacific University          | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-359-2916   | 0 | No |
| Portland Community College  | Entered on website     | <a href="http://www.pcc.edu">www.pcc.edu</a><br>705 N Killingsworth, Portland, OR 97217      | 503-978-5613   | 1 | No |
| Reed College                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-777-7550   | 0 | No |
| University of Portland      | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-943-7201   | 0 | No |
| Western Oregon University   | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-838-8648   | 0 | No |
| Willamette University       | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-375-55374  | 0 | No |
| Portland State University   | Entered on website     | <a href="http://www.career.pdx.edu">www.career.pdx.edu</a>                                   | 503-725-4965   | 0 | No |
| Mt. Hood Community College  | Entered on website     | <a href="http://www.mhcc.edu">www.mhcc.edu</a>   | 503-491-7323   | 0 | No |
| University of Oregon        | Entered on website     | <a href="http://www.nacelink.com">www.nacelink.com</a>                                       | 541-346-3235   | 0 | No |
| Warner Pacific College      | Career Planning Office | 2219 SE 68 <sup>th</sup> , Portland, OR 97215  | 503-517-1000   | 0 | No |
| Washington State University | WSU Career Services    | Murrow Comms Ctr, Pullman, WA 99164  | 509-335-2546   | 0 | No |
| AllAccess.com               | Entered on website     | 28955 Pacific Coast Highway, Suite 210-5,<br>Malibu, CA 90265                                | 310-457-6616   | 0 | No |
| AM/FMJobs.com               | Entered on website     | P.O. Box 4116<br>Oceanside, CA 92052   | 760-754-8177   | 0 | No |
| TvandRadiojobs.com          | Entered on website     | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>                           | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no<br>phone contact #) | 0 | No |

5) Job Title: National Sales Assistant (#3)

Referral Source(s) of Hire: Monster Website

| Name of Organization Notified of Job Vacancy:               | Contact Person         | Address:   | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|--|-------------------|----------------------------|--|
| CBS Radio Website   | Entered on website     | <a href="http://www.cbsradio.com">www.cbsradio.com</a>                                       | 503-517-6133      | 0                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein            | 1501 SW Jefferson, Portland, OR 97201  | 503-517-6133      | 2                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone         | 7150 SW Hampton St, Portland, OR 97223   | 503-443-2299      | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website     | <a href="http://www.careerpage.org">www.careerpage.org</a>                                   | 202-429-5300      | 0                          | No   |
| Monster Website   | Entered on website     | <a href="http://www.monster.com">www.monster.com</a>   | 866-378-6224      | 4                          | No   |
| Oregon Employment Dept                                      | Entered on website     | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>                                 | 503-731-4139      | 2                          | No   |
| Chinese Social Service Center                               | Job Placement          | 3633 SE 35 <sup>th</sup> Place; Portland, OR 97201   | 503-872-8822      | 0                          | Yes  |
| Urban League  | Employment Department  | 10 N. Russell, Portland, OR 97227  | 503-280-2600      | 0                          | Yes  |
| Women In Communications                                     | Job Bank               | PO Box 3924, Portland, OR 97208  | 503-246-6210      | 0                          | Yes  |
| YWCA  | Job Bank               | 1111 SW 10 <sup>th</sup> Ave, Portland, OR 97205   | 503-294-7400      | 0                          | No   |
| Cole & Weber  | Job Bank               | 115 NW First Ave, Portland, OR 97209   | 503-226-2821      | 0                          | Yes  |
| Asian Reporter  | Classified Department  | 922 N. Killingsworth, Portland, OR 97217   | 503-283-4440      | 0                          | No   |
| El Hispanic News  | Classified Department  | 2130 SW 5 <sup>th</sup> , Portland, OR 97201   | 503-228-3139      | 0                          | No   |
| The Skanner   | Classified Department  | 415 N. Killingsworth, Portland, OR 97217   | 503-285-5555      | 0                          | No   |
| Clark College   | Entered on website     | Ecampus Recruiter website  | 360-992-2155      | 0                          | No   |
| Oregon State University                                     | Entered on website     | <a href="http://www.experience.com">www.experience.com</a>                                   | 541-737-0523      | 0                          | No   |
| Clackamas Community College                                 | Career Center          | 19600 S. Molalla Ave, Oregon City, OR 97045  | 503-657-8400      | 0                          | No   |
| Eastern Oregon State College                                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 541-962-3588      | 0                          | No   |
| George Fox College  | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-554-2331      | 0                          | No   |
| Lewis & Clark College                                       | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-768-7079      | 0                          | No   |
| Linfield College  | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-883-2442      | 0                          | No   |

|                             |                        |  |  |   |    |
|-----------------------------|------------------------|--|--|---|----|
| Pacific University          | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-359-2916   | 0 | No |
| Portland Community College  | Entered on website     | <a href="http://www.pcc.edu">www.pcc.edu</a><br>705 N Killingsworth, Portland, OR 97217      | 503-978-5613   | 0 | No |
| Reed College                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-777-7550   | 0 | No |
| University of Portland      | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-943-7201   | 0 | No |
| Western Oregon University   | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-838-8648   | 0 | No |
| Willamette University       | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-375-55374  | 0 | No |
| Portland State University   | Entered on website     | <a href="http://www.career.pdx.edu">www.career.pdx.edu</a>                                   | 503-725-4965   | 1 | No |
| Mt. Hood Community College  | Entered on website     | <a href="http://www.mhcc.edu">www.mhcc.edu</a>   | 503-491-7323   | 0 | No |
| University of Oregon        | Entered on website     | <a href="http://www.nacelink.com">www.nacelink.com</a>                                       | 541-346-3235   | 0 | No |
| Warner Pacific College      | Career Planning Office | 2219 SE 68 <sup>th</sup> , Portland, OR 97215  | 503-517-1000   | 0 | No |
| Washington State University | WSU Career Services    | Murrow Comms Ctr, Pullman, WA 99164  | 509-335-2546   | 0 | No |
| AllAccess.com               | Entered on website     | 28955 Pacific Coast Highway, Suite 210-5,<br>Malibu, CA 90265                                | 310-457-6616   | 0 | No |
| AM/FMJobs.com               | Entered on website     | P.O. Box 4116<br>Oceanside, CA 92052   | 760-754-8177   | 0 | No |
| TvandRadiojobs.com          | Entered on website     | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>                           | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no<br>phone contact #) | 0 | No |

**5) Job Title: National Promotions Coordinator (#4) Referral Source(s) of Hiree: Univ. of Oregon Website**

| Name of Organization Notified of Job Vacancy:               | Contact Person         | Address:   | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|--|-------------------|----------------------------|--|
| CBS Radio Website   | Entered on website     | <a href="http://www.cbsradio.com">www.cbsradio.com</a>                                       | 503-517-6133      | 2                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein            | 1501 SW Jefferson, Portland, OR 97201  | 503-517-6133      | 0                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone         | 7150 SW Hampton St, Portland, OR 97223   | 503-443-2299      | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website     | <a href="http://www.careerpage.org">www.careerpage.org</a>                                   | 202-429-5300      | 0                          | No   |
| Monster Website   | Entered on website     | <a href="http://www.monster.com">www.monster.com</a>   | 866-378-6224      | 0                          | No   |
| Oregon Employment Dept                                      | Entered on website     | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>                                 | 503-731-4139      | 2                          | No   |
| Chinese Social Service Center                               | Job Placement          | 3633 SE 35 <sup>th</sup> Place; Portland, OR 97201   | 503-872-8822      | 0                          | Yes  |
| Urban League  | Employment Department  | 10 N. Russell, Portland, OR 97227  | 503-280-2600      | 0                          | Yes  |
| Women In Communications                                     | Job Bank               | PO Box 3924, Portland, OR 97208  | 503-246-6210      | 0                          | Yes  |
| YWCA  | Job Bank               | 1111 SW 10 <sup>th</sup> Ave, Portland, OR 97205   | 503-294-7400      | 0                          | No   |
| Cole & Weber  | Job Bank               | 115 NW First Ave, Portland, OR 97209   | 503-226-2821      | 0                          | Yes  |
| Asian Reporter  | Classified Department  | 922 N. Killingsworth, Portland, OR 97217   | 503-283-4440      | 0                          | No   |
| El Hispanic News  | Classified Department  | 2130 SW 5 <sup>th</sup> , Portland, OR 97201   | 503-228-3139      | 0                          | No   |
| The Skanner   | Classified Department  | 415 N. Killingsworth, Portland, OR 97217   | 503-285-5555      | 0                          | No   |
| Clark College   | Entered on website     | Ecampus Recruiter website  | 360-992-2155      | 0                          | No   |
| Oregon State University                                     | Entered on website     | <a href="http://www.experience.com">www.experience.com</a>                                   | 541-737-0523      | 0                          | No   |
| Clackamas Community College                                 | Career Center          | 19600 S. Molalla Ave, Oregon City, OR 97045  | 503-657-8400      | 0                          | No   |
| Eastern Oregon State College                                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 541-962-3588      | 0                          | No   |
| George Fox College  | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-554-2331      | 0                          | No   |
| Lewis & Clark College                                       | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-768-7079      | 0                          | No   |
| Linfield College  | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-883-2442      | 0                          | No   |
| Pacific University  | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-359-2916      | 0                          | No   |

|                             |                        |  |  |   |    |
|-----------------------------|------------------------|--|--|---|----|
| Portland Community College  | Entered on website     | <a href="http://www.pcc.edu">www.pcc.edu</a><br>705 N Killingsworth, Portland, OR 97217      | 503-978-5613   | 0 | No |
| Reed College                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-777-7550   | 0 | No |
| University of Portland      | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-943-7201   | 0 | No |
| Western Oregon University   | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-838-8648   | 0 | No |
| Willamette University       | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-375-55374  | 0 | No |
| Portland State University   | Entered on website     | <a href="http://www.career.pdx.edu">www.career.pdx.edu</a>                                   | 503-725-4965   | 0 | No |
| Mt. Hood Community College  | Entered on website     | <a href="http://www.mhcc.edu">www.mhcc.edu</a>   | 503-491-7323   | 0 | No |
| University of Oregon        | Entered on website     | <a href="http://www.nacelink.com">www.nacelink.com</a>                                       | 541-346-3235   | 1 | No |
| Warner Pacific College      | Career Planning Office | 2219 SE 68 <sup>th</sup> , Portland, OR 97215  | 503-517-1000   | 0 | No |
| Washington State University | WSU Career Services    | Murrow Comms Ctr, Pullman, WA 99164  | 509-335-2546   | 0 | No |
| AllAccess.com               | Entered on website     | 28955 Pacific Coast Highway, Suite 210-5,<br>Malibu, CA 90265                                | 310-457-6616   | 0 | No |
| AM/FMJobs.com               | Entered on website     | P.O. Box 4116<br>Oceanside, CA 92052   | 760-754-8177   | 0 | No |
| TvandRadiojobs.com          | Entered on website     | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>                           | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br>(Web only-no<br>phone contact #) | 0 | No |



5) Job Title: Promotions Director (#5)

Referral Source(s) of Hire: Internal Candidate

| Name of Organization Notified of Job Vacancy:               | Contact Person        | Address:   | Telephone Number:   | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|-----------------------|--|---|----------------------------|--|
| CBS Radio Website   | Entered on website    | <a href="http://www.cbsradio.com">www.cbsradio.com</a>             | 503-517-6133  | 2                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein           | 1501 SW Jefferson, Portland, OR 97201                              | 503-517-6133  | 3                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone        | 7150 SW Hampton St, Portland, OR 97223                             | 503-443-2299  | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website    | <a href="http://www.careerpage.org">www.careerpage.org</a>         | 202-429-5300  | 0                          | No   |
| Monster Website   | Entered on website    | <a href="http://www.monster.com">www.monster.com</a>               | 866-378-6224  | 1                          | No   |
| Oregon Employment Dept                                      | Entered on website    | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>       | 503-731-4139  | 0                          | No   |
| Asian Reporter  | Classified Department | 922 N. Killingsworth, Portland, OR 97217                           | 503-283-4440  | 0                          | No   |
| El Hispanic News  | Classified Department | 2130 SW 5 <sup>th</sup> , Portland, OR 97201                       | 503-228-3139  | 0                          | No   |
| The Skanner   | Classified Department | 415 N. Killingsworth, Portland, OR 97217                           | 503-285-5555  | 0                          | No   |
| Radio Online  | Entered on website    | Jobs.radio-online.com  | 806-352-7503  | 0                          | No   |
| AllAccess.com   | Entered on website    | 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265         | 310-457-6616  | 1                          | No   |
| AM/FMJobs.com   | Entered on website    | P.O. Box 4116<br>Oceanside, CA 92052                               | 760-754-8177  | 0                          | No   |
| TvandRadiojobs.com  | Entered on website    | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a> | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no phone contact #) | 0                          | No   |

5) Job Title: Promotions Director (#6)

Referral Source(s) of Hire: Internal Candidate

| Name of Organization Notified of Job Vacancy:               | Contact Person        | Address:   | Telephone Number:   | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|-----------------------|--|---|----------------------------|--|
| CBS Radio Website   | Entered on website    | <a href="http://www.cbsradio.com">www.cbsradio.com</a>             | 503-517-6133  | 4                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein           | 1501 SW Jefferson, Portland, OR 97201                              | 503-517-6133  | 8                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone        | 7150 SW Hampton St, Portland, OR 97223                             | 503-443-2299  | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website    | <a href="http://www.careerpage.org">www.careerpage.org</a>         | 202-429-5300  | 0                          | No   |
| Monster Website   | Entered on website    | <a href="http://www.monster.com">www.monster.com</a>               | 866-378-6224  | 0                          | No   |
| Oregon Employment Dept                                      | Entered on website    | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>       | 503-731-4139  | 0                          | No   |
| Asian Reporter  | Classified Department | 922 N. Killingsworth, Portland, OR 97217                           | 503-283-4440  | 0                          | No   |
| El Hispanic News  | Classified Department | 2130 SW 5 <sup>th</sup> , Portland, OR 97201                       | 503-228-3139  | 0                          | No   |
| The Skanner   | Classified Department | 415 N. Killingsworth, Portland, OR 97217                           | 503-285-5555  | 0                          | No   |
| Radio Online  | Entered on website    | Jobs.radio-online.com  | 806-352-7503  | 0                          | No   |
| AllAccess.com   | Entered on website    | 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265         | 310-457-6616  | 2                          | No   |
| AM/FMJobs.com   | Entered on website    | P.O. Box 4116<br>Oceanside, CA 92052                               | 760-754-8177  | 0                          | No   |
| TvandRadiojobs.com  | Entered on website    | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a> | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no phone contact #) | 0                          | No   |

5) Job Title: Account Executive (#7)Referral Source(s) of Hire: Employee Referral

| Name of Organization Notified of Job Vacancy:               | Contact Person        | Address:   | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|-----------------------|--|-------------------|----------------------------|--|
| CBS Radio Website   | Entered on website    | <a href="http://www.cbsradio.com">www.cbsradio.com</a>                                       | 503-517-6133      | 2                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein           | 1501 SW Jefferson, Portland, OR 97201  | 503-517-6133      | 2                          | No   |
| Radio Spot  | Michael Fashana       | 2040 SW First Ave, Portland, OR 97201  | 503-222-1011      | 1                          | No   |
| Job Dango Website   | Tim Barron            | 2717 SW Kelly, Portland, OR 97201  | 503-256-5556      | 0                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone        | 7150 SW Hampton St, Portland, OR 97223   | 503-443-2299      | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website    | <a href="http://www.careerpage.org">www.careerpage.org</a>                                   | 202-429-5300      | 0                          | No   |
| Monster Website   | Entered on website    | <a href="http://www.monster.com">www.monster.com</a>   | 866-378-6224      | 1                          | No   |
| Oregon Employment Dept                                      | Entered on website    | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>                                 | 503-731-4139      | 0                          | No   |
| Chinese Social Service Center                               | Job Placement         | 3633 SE 35 <sup>th</sup> Place; Portland, OR 97201   | 503-872-8822      | 0                          | Yes  |
| Urban League  | Employment Department | 10 N. Russell, Portland, OR 97227  | 503-280-2600      | 0                          | Yes  |
| Women In Communications                                     | Job Bank              | PO Box 3924, Portland, OR 97208  | 503-246-6210      | 0                          | Yes  |
| YWCA  | Job Bank              | 1111 SW 10 <sup>th</sup> Ave, Portland, OR 97205   | 503-294-7400      | 0                          | No   |
| Cole & Weber  | Job Bank              | 115 NW First Ave, Portland, OR 97209   | 503-226-2821      | 0                          | Yes  |
| Asian Reporter  | Classified Department | 922 N. Killingsworth, Portland, OR 97217   | 503-283-4440      | 0                          | No   |
| El Hispanic News  | Classified Department | 2130 SW 5 <sup>th</sup> , Portland, OR 97201   | 503-228-3139      | 0                          | No   |
| The Skanner   | Classified Department | 415 N. Killingsworth, Portland, OR 97217   | 503-285-5555      | 0                          | No   |
| Clark College   | Entered on website    | Ecampus Recruiter website  | 360-992-2155      | 0                          | No   |
| Oregon State University                                     | Entered on website    | <a href="http://www.experience.com">www.experience.com</a>                                   | 541-737-0523      | 0                          | No   |
| Clackamas Community College                                 | Career Center         | 19600 S. Molalla Ave, Oregon City, OR 97045  | 503-657-8400      | 0                          | No   |
| Eastern Oregon State College                                | Career Center         | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 541-962-3588      | 0                          | No   |
| George Fox College  | Career Center         | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-554-2331      | 0                          | No   |
| Lewis & Clark College                                       | Career Center         | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-768-7079      | 0                          | No   |

|                             |                        |  |  |   |    |
|-----------------------------|------------------------|--|--|---|----|
| Linfield College            | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-883-2442   | 0 | No |
| Pacific University          | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-359-2916   | 0 | No |
| Portland Community College  | Entered on website     | <a href="http://www.pcc.edu">www.pcc.edu</a><br>705 N Killingsworth, Portland, OR 97217      | 503-978-5613   | 0 | No |
| Reed College                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-777-7550   | 0 | No |
| University of Portland      | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-943-7201   | 0 | No |
| Western Oregon University   | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-838-8648   | 0 | No |
| Willamette University       | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-375-55374  | 0 | No |
| Portland State University   | Entered on website     | <a href="http://www.career.pdx.edu">www.career.pdx.edu</a>                                   | 503-725-4965   | 0 | No |
| Mt. Hood Community College  | Entered on website     | <a href="http://www.mhcc.edu">www.mhcc.edu</a>   | 503-491-7323   | 0 | No |
| University of Oregon        | Entered on website     | <a href="http://www.nacelink.com">www.nacelink.com</a>                                       | 541-346-3235   | 0 | No |
| Warner Pacific College      | Career Planning Office | 2219 SE 68 <sup>th</sup> , Portland, OR 97215  | 503-517-1000   | 0 | No |
| Washington State University | WSU Career Services    | Murrow Comms Ctr, Pullman, WA 99164  | 509-335-2546   | 0 | No |
| AllAccess.com               | Entered on website     | 28955 Pacific Coast Highway, Suite 210-5,<br>Malibu, CA 90265                                | 310-457-6616   | 0 | No |
| AM/FMJobs.com               | Entered on website     | P.O. Box 4116<br>Oceanside, CA 92052   | 760-754-8177   | 0 | No |
| TvandRadiojobs.com          | Entered on website     | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>                           | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no<br>phone contact #) | 0 | No |

5) Job Title: Account Executive (#8)Referral Source(s) of Hire: Monster Website

| Name of Organization Notified of Job Vacancy:               | Contact Person         | Address:   | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|--|-------------------|----------------------------|--|
| CBS Radio Website   | Entered on website     | <a href="http://www.cbsradio.com">www.cbsradio.com</a>                                       | 503-517-6133      | 2                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein            | 1501 SW Jefferson, Portland, OR 97201  | 503-517-6133      | 0                          | No   |
| Radio Spot  | Michael Fashana        | 2040 SW First Ave, Portland, OR 97201  | 503-222-1011      | 0                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone         | 7150 SW Hampton St, Portland, OR 97223   | 503-443-2299      | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website     | <a href="http://www.careerpage.org">www.careerpage.org</a>                                   | 202-429-5300      | 0                          | No   |
| Monster Website   | Entered on website     | <a href="http://www.monster.com">www.monster.com</a>   | 866-378-6224      | 2                          | No   |
| Oregon Employment Dept                                      | Entered on website     | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>                                 | 503-731-4139      | 0                          | No   |
| Chinese Social Service Center                               | Job Placement          | 3633 SE 35 <sup>th</sup> Place; Portland, OR 97201   | 503-872-8822      | 0                          | Yes  |
| Urban League  | Employment Department  | 10 N. Russell, Portland, OR 97227  | 503-280-2600      | 0                          | Yes  |
| Women In Communications                                     | Job Bank               | PO Box 3924, Portland, OR 97208  | 503-246-6210      | 0                          | Yes  |
| YWCA  | Job Bank               | 1111 SW 10 <sup>th</sup> Ave, Portland, OR 97205   | 503-294-7400      | 0                          | No   |
| Cole & Weber  | Job Bank               | 115 NW First Ave, Portland, OR 97209   | 503-226-2821      | 0                          | Yes  |
| Asian Reporter  | Classified Department  | 922 N. Killingsworth, Portland, OR 97217   | 503-283-4440      | 0                          | No   |
| El Hispanic News  | Classified Department  | 2130 SW 5 <sup>th</sup> , Portland, OR 97201   | 503-228-3139      | 0                          | No   |
| The Skanner   | Classified Department  | 415 N. Killingsworth, Portland, OR 97217   | 503-285-5555      | 0                          | No   |
| Clark College   | Entered on website     | Ecampus Recruiter website  | 360-992-2155      | 0                          | No   |
| Oregon State University                                     | Entered on website     | <a href="http://www.experience.com">www.experience.com</a>                                   | 541-737-0523      | 0                          | No   |
| Clackamas Community College                                 | Career Center          | 19600 S. Molalla Ave, Oregon City, OR 97045  | 503-657-8400      | 0                          | No   |
| Eastern Oregon State College                                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 541-962-3588      | 0                          | No   |
| George Fox College  | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-554-2331      | 0                          | No   |
| Lewis & Clark College                                       | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-768-7079      | 0                          | No   |
| Linfield College  | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-883-2442      | 0                          | No   |

|                             |                        |  |  |   |    |
|-----------------------------|------------------------|--|--|---|----|
| Pacific University          | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-359-2916   | 0 | No |
| Portland Community College  | Entered on website     | <a href="http://www.pcc.edu">www.pcc.edu</a><br>705 N Killingsworth, Portland, OR 97217      | 503-978-5613   | 0 | No |
| Reed College                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-777-7550   | 0 | No |
| University of Portland      | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-943-7201   | 0 | No |
| Western Oregon University   | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-838-8648   | 0 | No |
| Willamette University       | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-375-55374  | 0 | No |
| Portland State University   | Entered on website     | <a href="http://www.career.pdx.edu">www.career.pdx.edu</a>                                   | 503-725-4965   | 0 | No |
| Mt. Hood Community College  | Entered on website     | <a href="http://www.mhcc.edu">www.mhcc.edu</a>   | 503-491-7323   | 0 | No |
| University of Oregon        | Entered on website     | <a href="http://www.nacelink.com">www.nacelink.com</a>                                       | 541-346-3235   | 0 | No |
| Warner Pacific College      | Career Planning Office | 2219 SE 68 <sup>th</sup> , Portland, OR 97215  | 503-517-1000   | 0 | No |
| Washington State University | WSU Career Services    | Murrow Comms Ctr, Pullman, WA 99164  | 509-335-2546   | 0 | No |
| AllAccess.com               | Entered on website     | 28955 Pacific Coast Highway, Suite 210-5,<br>Malibu, CA 90265                                | 310-457-6616   | 0 | No |
| AM/FMJobs.com               | Entered on website     | P.O. Box 4116<br>Oceanside, CA 92052   | 760-754-8177   | 0 | No |
| TvandRadiojobs.com          | Entered on website     | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>                           | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no<br>phone contact #) | 0 | No |

5) Job Title: Account Executive (#9)

Referral Source(s) of Hire: Employee Referral

| Name of Organization Notified of Job Vacancy:               | Contact Person         | Address:   | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|--|-------------------|----------------------------|--|
| CBS Radio Website   | Entered on website     | <a href="http://www.cbsradio.com">www.cbsradio.com</a>                                       | 503-517-6133      | 2                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein            | 1501 SW Jefferson, Portland, OR 97201  | 503-517-6133      | 1                          | No   |
| Radio Spot  | Michael Fashana        | 2040 SW First Ave, Portland, OR 97201  | 503-222-1011      | 0                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone         | 7150 SW Hampton St, Portland, OR 97223   | 503-443-2299      | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website     | <a href="http://www.careerpage.org">www.careerpage.org</a>                                   | 202-429-5300      | 0                          | No   |
| Monster Website   | Entered on website     | <a href="http://www.monster.com">www.monster.com</a>   | 866-378-6224      | 0                          | No   |
| Oregon Employment Dept                                      | Entered on website     | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>                                 | 503-731-4139      | 0                          | No   |
| Chinese Social Service Center                               | Job Placement          | 3633 SE 35 <sup>th</sup> Place; Portland, OR 97201   | 503-872-8822      | 0                          | Yes  |
| Urban League  | Employment Department  | 10 N. Russell, Portland, OR 97227  | 503-280-2600      | 0                          | Yes  |
| Women In Communications                                     | Job Bank               | PO Box 3924, Portland, OR 97208  | 503-246-6210      | 0                          | Yes  |
| YWCA  | Job Bank               | 1111 SW 10 <sup>th</sup> Ave, Portland, OR 97205   | 503-294-7400      | 0                          | No   |
| Cole & Weber  | Job Bank               | 115 NW First Ave, Portland, OR 97209   | 503-226-2821      | 0                          | Yes  |
| Asian Reporter  | Classified Department  | 922 N. Killingsworth, Portland, OR 97217   | 503-283-4440      | 0                          | No   |
| El Hispanic News  | Classified Department  | 2130 SW 5 <sup>th</sup> , Portland, OR 97201   | 503-228-3139      | 0                          | No   |
| The Skanner   | Classified Department  | 415 N. Killingsworth, Portland, OR 97217   | 503-285-5555      | 0                          | No   |
| Clark College   | Entered on website     | Ecampus Recruiter website  | 360-992-2155      | 0                          | No   |
| Oregon State University                                     | Entered on website     | <a href="http://www.experience.com">www.experience.com</a>                                   | 541-737-0523      | 0                          | No   |
| Clackamas Community College                                 | Career Center          | 19600 S. Molalla Ave, Oregon City, OR 97045  | 503-657-8400      | 0                          | No   |
| Eastern Oregon State College                                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 541-962-3588      | 0                          | No   |
| George Fox College  | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-554-2331      | 0                          | No   |
| Lewis & Clark College                                       | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-768-7079      | 0                          | No   |
| Linfield College  | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-883-2442      | 0                          | No   |

|                             |                        |  |  |   |    |
|-----------------------------|------------------------|--|--|---|----|
| Pacific University          | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-359-2916   | 0 | No |
| Portland Community College  | Entered on website     | <a href="http://www.pcc.edu">www.pcc.edu</a><br>705 N Killingsworth, Portland, OR 97217      | 503-978-5613   | 0 | No |
| Reed College                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-777-7550   | 0 | No |
| University of Portland      | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-943-7201   | 0 | No |
| Western Oregon University   | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-838-8648   | 0 | No |
| Willamette University       | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-375-55374  | 0 | No |
| Portland State University   | Entered on website     | <a href="http://www.career.pdx.edu">www.career.pdx.edu</a>                                   | 503-725-4965   | 0 | No |
| Mt. Hood Community College  | Entered on website     | <a href="http://www.mhcc.edu">www.mhcc.edu</a>   | 503-491-7323   | 0 | No |
| University of Oregon        | Entered on website     | <a href="http://www.nacelink.com">www.nacelink.com</a>                                       | 541-346-3235   | 0 | No |
| Warner Pacific College      | Career Planning Office | 2219 SE 68 <sup>th</sup> , Portland, OR 97215  | 503-517-1000   | 0 | No |
| Washington State University | WSU Career Services    | Murrow Comms Ctr, Pullman, WA 99164  | 509-335-2546   | 0 | No |
| AllAccess.com               | Entered on website     | 28955 Pacific Coast Highway, Suite 210-5,<br>Malibu, CA 90265                                | 310-457-6616   | 0 | No |
| AM/FMJobs.com               | Entered on website     | P.O. Box 4116<br>Oceanside, CA 92052   | 760-754-8177   | 0 | No |
| TvandRadiojobs.com          | Entered on website     | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>                           | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no<br>phone contact #) | 0 | No |



5) Job Title: Account Executive (#10)

Referral Source(s) of Hire: Walk-In

| Name of Organization Notified of Job Vacancy:               | Contact Person        | Address:   | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|-----------------------|--|-------------------|----------------------------|--|
| CBS Radio Website   | Entered on website    | <a href="http://www.cbsradio.com">www.cbsradio.com</a>                                       | 503-517-6133      | 0                          | No   |
| Radio Spot  | Michael Fashana       | 2040 SW First Ave, Portland, OR 97201  | 503-222-1011      | 1                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein           | 1501 SW Jefferson, Portland, OR 97201  | 503-517-6133      | 1                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone        | 7150 SW Hampton St, Portland, OR 97223   | 503-443-2299      | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website    | <a href="http://www.careerpage.org">www.careerpage.org</a>                                   | 202-429-5300      | 0                          | No   |
| Monster Website   | Entered on website    | <a href="http://www.monster.com">www.monster.com</a>   | 866-378-6224      | 1                          | No   |
| Job Dango Website   | Tim Barron            | 2717 SW Kelly, Portland, OR 97201  | 503-256-5556      | 0                          | No   |
| Oregon Employment Dept                                      | Entered on website    | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>                                 | 503-731-4139      | 0                          | No   |
| Chinese Social Service Center                               | Job Placement         | 3633 SE 35 <sup>th</sup> Place; Portland, OR 97201   | 503-872-8822      | 0                          | Yes  |
| Urban League  | Employment Department | 10 N. Russell, Portland, OR 97227  | 503-280-2600      | 0                          | Yes  |
| Women In Communications                                     | Job Bank              | PO Box 3924, Portland, OR 97208  | 503-246-6210      | 0                          | Yes  |
| YWCA  | Job Bank              | 1111 SW 10 <sup>th</sup> Ave, Portland, OR 97205   | 503-294-7400      | 0                          | No   |
| Cole & Weber  | Job Bank              | 115 NW First Ave, Portland, OR 97209   | 503-226-2821      | 0                          | Yes  |
| Asian Reporter  | Classified Department | 922 N. Killingsworth, Portland, OR 97217   | 503-283-4440      | 0                          | No   |
| El Hispanic News  | Classified Department | 2130 SW 5 <sup>th</sup> , Portland, OR 97201   | 503-228-3139      | 0                          | No   |
| The Skanner   | Classified Department | 415 N. Killingsworth, Portland, OR 97217   | 503-285-5555      | 0                          | No   |
| Clark College   | Entered on website    | Ecampus Recruiter website  | 360-992-2155      | 0                          | No   |
| Oregon State University                                     | Entered on website    | <a href="http://www.experience.com">www.experience.com</a>                                   | 541-737-0523      | 0                          | No   |
| Clackamas Community College                                 | Career Center         | 19600 S. Molalla Ave, Oregon City, OR 97045  | 503-657-8400      | 0                          | No   |
| Eastern Oregon State College                                | Career Center         | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 541-962-3588      | 0                          | No   |
| George Fox College  | Career Center         | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-554-2331      | 0                          | No   |
| Lewis & Clark College                                       | Career Center         | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-768-7079      | 0                          | No   |

|                             |                        |  |  |   |    |
|-----------------------------|------------------------|--|--|---|----|
| Linfield College            | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-883-2442   | 0 | No |
| Pacific University          | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-359-2916   | 0 | No |
| Portland Community College  | Entered on website     | <a href="http://www.pcc.edu">www.pcc.edu</a><br>705 N Killingsworth, Portland, OR 97217      | 503-978-5613   | 0 | No |
| Reed College                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-777-7550   | 0 | No |
| University of Portland      | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-943-7201   | 0 | No |
| Western Oregon University   | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-838-8648   | 0 | No |
| Willamette University       | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-375-55374  | 0 | No |
| Portland State University   | Entered on website     | <a href="http://www.career.pdx.edu">www.career.pdx.edu</a>                                   | 503-725-4965   | 0 | No |
| Mt. Hood Community College  | Entered on website     | <a href="http://www.mhcc.edu">www.mhcc.edu</a>   | 503-491-7323   | 0 | No |
| University of Oregon        | Entered on website     | <a href="http://www.nacelink.com">www.nacelink.com</a>                                       | 541-346-3235   | 0 | No |
| Warner Pacific College      | Career Planning Office | 2219 SE 68 <sup>th</sup> , Portland, OR 97215  | 503-517-1000   | 0 | No |
| Washington State University | WSU Career Services    | Murrow Comms Ctr, Pullman, WA 99164  | 509-335-2546   | 0 | No |
| AllAccess.com               | Entered on website     | 28955 Pacific Coast Highway, Suite 210-5,<br>Malibu, CA 90265                                | 310-457-6616   | 0 | No |
| AM/FMJobs.com               | Entered on website     | P.O. Box 4116<br>Oceanside, CA 92052   | 760-754-8177   | 0 | No |
| TvandRadiojobs.com          | Entered on website     | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>                           | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no<br>phone contact #) | 0 | No |

5) Job Title: Account Executive (#11)

Referral Source(s) of Hire: Industry Referral

| Name of Organization Notified of Job Vacancy:               | Contact Person         | Address:   | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|--|-------------------|----------------------------|--|
| CBS Radio Website   | Entered on website     | <a href="http://www.cbsradio.com">www.cbsradio.com</a>                                       | 503-517-6133      | 1                          | No   |
| Radio Spot  | Michael Fashana        | 2040 SW First Ave, Portland, OR 97201  | 503-222-1011      | 1                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein            | 1501 SW Jefferson, Portland, OR 97201  | 503-517-6133      | 0                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone         | 7150 SW Hampton St, Portland, OR 97223   | 503-443-2299      | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website     | <a href="http://www.careerpage.org">www.careerpage.org</a>                                   | 202-429-5300      | 0                          | No   |
| Monster Website   | Entered on website     | <a href="http://www.monster.com">www.monster.com</a>   | 866-378-6224      | 1                          | No   |
| Oregon Employment Dept                                      | Entered on website     | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>                                 | 503-731-4139      | 0                          | No   |
| Chinese Social Service Center                               | Job Placement          | 3633 SE 35 <sup>th</sup> Place; Portland, OR 97201   | 503-872-8822      | 0                          | Yes  |
| Urban League  | Employment Department  | 10 N. Russell, Portland, OR 97227  | 503-280-2600      | 0                          | Yes  |
| Women In Communications                                     | Job Bank               | PO Box 3924, Portland, OR 97208  | 503-246-6210      | 0                          | Yes  |
| YWCA  | Job Bank               | 1111 SW 10 <sup>th</sup> Ave, Portland, OR 97205   | 503-294-7400      | 0                          | No   |
| Cole & Weber  | Job Bank               | 115 NW First Ave, Portland, OR 97209   | 503-226-2821      | 0                          | Yes  |
| Asian Reporter  | Classified Department  | 922 N. Killingsworth, Portland, OR 97217   | 503-283-4440      | 0                          | No   |
| El Hispanic News  | Classified Department  | 2130 SW 5 <sup>th</sup> , Portland, OR 97201   | 503-228-3139      | 0                          | No   |
| The Skanner   | Classified Department  | 415 N. Killingsworth, Portland, OR 97217   | 503-285-5555      | 0                          | No   |
| Clark College   | Entered on website     | Ecampus Recruiter website  | 360-992-2155      | 0                          | No   |
| Oregon State University                                     | Entered on website     | <a href="http://www.experience.com">www.experience.com</a>                                   | 541-737-0523      | 0                          | No   |
| Clackamas Community College                                 | Career Center          | 19600 S. Molalla Ave, Oregon City, OR 97045  | 503-657-8400      | 0                          | No   |
| Eastern Oregon State College                                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 541-962-3588      | 0                          | No   |
| George Fox College  | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-554-2331      | 0                          | No   |
| Lewis & Clark College                                       | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-768-7079      | 0                          | No   |
| Linfield College  | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-883-2442      | 0                          | No   |

|                             |                        |  |  |   |    |
|-----------------------------|------------------------|--|--|---|----|
| Pacific University          | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-359-2916   | 0 | No |
| Portland Community College  | Entered on website     | <a href="http://www.pcc.edu">www.pcc.edu</a><br>705 N Killingsworth, Portland, OR 97217      | 503-978-5613   | 0 | No |
| Reed College                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-777-7550   | 0 | No |
| University of Portland      | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-943-7201   | 0 | No |
| Western Oregon University   | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-838-8648   | 0 | No |
| Willamette University       | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-375-55374  | 0 | No |
| Portland State University   | Entered on website     | <a href="http://www.career.pdx.edu">www.career.pdx.edu</a>                                   | 503-725-4965   | 0 | No |
| Mt. Hood Community College  | Entered on website     | <a href="http://www.mhcc.edu">www.mhcc.edu</a>   | 503-491-7323   | 0 | No |
| University of Oregon        | Entered on website     | <a href="http://www.nacelink.com">www.nacelink.com</a>                                       | 541-346-3235   | 0 | No |
| Warner Pacific College      | Career Planning Office | 2219 SE 68 <sup>th</sup> , Portland, OR 97215  | 503-517-1000   | 0 | No |
| Washington State University | WSU Career Services    | Murrow Comms Ctr, Pullman, WA 99164  | 509-335-2546   | 0 | No |
| AllAccess.com               | Entered on website     | 28955 Pacific Coast Highway, Suite 210-5,<br>Malibu, CA 90265                                | 310-457-6616   | 0 | No |
| AM/FMJobs.com               | Entered on website     | P.O. Box 4116<br>Oceanside, CA 92052   | 760-754-8177   | 0 | No |
| TvandRadiojobs.com          | Entered on website     | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>                           | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no<br>phone contact #) | 0 | No |

5) Job Title: Account Executive (#12)

Referral Source(s) of Hire: Industry Referral

| Name of Organization Notified of Job Vacancy:               | Contact Person        | Address:   | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|-----------------------|--|-------------------|----------------------------|--|
| CBS Radio Website   | Entered on website    | <a href="http://www.cbsradio.com">www.cbsradio.com</a>                                       | 503-517-6133      | 1                          | No   |
| Radio Spot  | Michael Fashana       | 2040 SW First Ave, Portland, OR 97201  | 503-222-1011      | 1                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein           | 1501 SW Jefferson, Portland, OR 97201  | 503-517-6133      | 0                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone        | 7150 SW Hampton St, Portland, OR 97223   | 503-443-2299      | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website    | <a href="http://www.careerpage.org">www.careerpage.org</a>                                   | 202-429-5300      | 0                          | No   |
| Monster Website   | Entered on website    | <a href="http://www.monster.com">www.monster.com</a>   | 866-378-6224      | 2                          | No   |
| Job Dango Website   | Tim Barron            | 2717 SW Kelly, Portland, OR 97201  | 503-256-5556      | 0                          | No   |
| Oregon Employment Dept                                      | Entered on website    | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>                                 | 503-731-4139      | 0                          | No   |
| Chinese Social Service Center                               | Job Placement         | 3633 SE 35 <sup>th</sup> Place; Portland, OR 97201   | 503-872-8822      | 0                          | Yes  |
| Urban League  | Employment Department | 10 N. Russell, Portland, OR 97227  | 503-280-2600      | 0                          | Yes  |
| Women In Communications                                     | Job Bank              | PO Box 3924, Portland, OR 97208  | 503-246-6210      | 0                          | Yes  |
| YWCA  | Job Bank              | 1111 SW 10 <sup>th</sup> Ave, Portland, OR 97205   | 503-294-7400      | 0                          | No   |
| Cole & Weber  | Job Bank              | 115 NW First Ave, Portland, OR 97209   | 503-226-2821      | 0                          | Yes  |
| Asian Reporter  | Classified Department | 922 N. Killingsworth, Portland, OR 97217   | 503-283-4440      | 0                          | No   |
| El Hispanic News  | Classified Department | 2130 SW 5 <sup>th</sup> , Portland, OR 97201   | 503-228-3139      | 0                          | No   |
| The Skanner   | Classified Department | 415 N. Killingsworth, Portland, OR 97217   | 503-285-5555      | 0                          | No   |
| Clark College   | Entered on website    | Ecampus Recruiter website  | 360-992-2155      | 0                          | No   |
| Oregon State University                                     | Entered on website    | <a href="http://www.experience.com">www.experience.com</a>                                   | 541-737-0523      | 0                          | No   |
| Clackamas Community College                                 | Career Center         | 19600 S. Molalla Ave, Oregon City, OR 97045  | 503-657-8400      | 0                          | No   |
| Eastern Oregon State College                                | Career Center         | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 541-962-3588      | 0                          | No   |
| George Fox College  | Career Center         | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-554-2331      | 0                          | No   |
| Lewis & Clark College                                       | Career Center         | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-768-7079      | 0                          | No   |

|                             |                        |  |  |   |    |
|-----------------------------|------------------------|--|--|---|----|
| Linfield College            | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-883-2442   | 0 | No |
| Pacific University          | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-359-2916   | 0 | No |
| Portland Community College  | Entered on website     | <a href="http://www.pcc.edu">www.pcc.edu</a><br>705 N Killingsworth, Portland, OR 97217      | 503-978-5613   | 0 | No |
| Reed College                | Career Center          | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-777-7550   | 0 | No |
| University of Portland      | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-943-7201   | 0 | No |
| Western Oregon University   | Career Services        | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-838-8648   | 0 | No |
| Willamette University       | Career Planning Office | Oregon Liberal Arts Placement Consortium<br><a href="http://www.olapc.org">www.olapc.org</a> | 503-375-55374  | 0 | No |
| Portland State University   | Entered on website     | <a href="http://www.career.pdx.edu">www.career.pdx.edu</a>                                   | 503-725-4965   | 0 | No |
| Mt. Hood Community College  | Entered on website     | <a href="http://www.mhcc.edu">www.mhcc.edu</a>   | 503-491-7323   | 0 | No |
| University of Oregon        | Entered on website     | <a href="http://www.nacelink.com">www.nacelink.com</a>                                       | 541-346-3235   | 0 | No |
| Warner Pacific College      | Career Planning Office | 2219 SE 68 <sup>th</sup> , Portland, OR 97215  | 503-517-1000   | 0 | No |
| Washington State University | WSU Career Services    | Murrow Comms Ctr, Pullman, WA 99164  | 509-335-2546   | 0 | No |
| AllAccess.com               | Entered on website     | 28955 Pacific Coast Highway, Suite 210-5,<br>Malibu, CA 90265                                | 310-457-6616   | 0 | No |
| AM/FMJobs.com               | Entered on website     | P.O. Box 4116<br>Oceanside, CA 92052   | 760-754-8177   | 0 | No |
| TvandRadiojobs.com          | Entered on website     | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>                           | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no<br>phone contact #) | 0 | No |

5) Job Title: Controller (#13)

Referral Source(s) of Hire: Monster Website

| Name of Organization Notified of Job Vacancy:               | Contact Person        | Address:   | Telephone Number:   | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|-----------------------|--|---|----------------------------|--|
| CBS Radio Website   | Entered on website    | <a href="http://www.cbsradio.com">www.cbsradio.com</a>             | 503-517-6133  | 2                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein           | 1501 SW Jefferson, Portland, OR 97201                              | 503-517-6133  | 0                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone        | 7150 SW Hampton St, Portland, OR 97223                             | 503-443-2299  | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website    | <a href="http://www.careerpage.org">www.careerpage.org</a>         | 202-429-5300  | 0                          | No   |
| Monster Website   | Entered on website    | <a href="http://www.monster.com">www.monster.com</a>               | 866-378-6224  | 4                          | No   |
| Oregon Employment Dept                                      | Entered on website    | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>       | 503-731-4139  | 0                          | No   |
| Asian Reporter  | Classified Department | 922 N. Killingsworth, Portland, OR 97217                           | 503-283-4440  | 0                          | No   |
| El Hispanic News  | Classified Department | 2130 SW 5 <sup>th</sup> , Portland, OR 97201                       | 503-228-3139  | 0                          | No   |
| AllAccess.com   | Entered on website    | 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265         | 310-457-6616  | 0                          | No   |
| AM/FMJobs.com   | Entered on website    | P.O. Box 4116<br>Oceanside, CA 92052                               | 760-754-8177  | 0                          | No   |
| TvandRadiojobs.com  | Entered on website    | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a> | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no phone contact #) | 0                          | No   |

5) Job Title: Senior Staff Accountant (#14)

Referral Source(s) of Hire: Monster Website

| Name of Organization Notified of Job Vacancy:               | Contact Person        | Address:   | Telephone Number:   | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|-----------------------|--|---|----------------------------|--|
| CBS Radio Website   | Entered on website    | <a href="http://www.cbsradio.com">www.cbsradio.com</a>             | 503-517-6133  | 1                          | No   |
| Internal posting of position at KUPL/KLTH, KUFO/KXJM & KINK | Laura Klein           | 1501 SW Jefferson, Portland, OR 97201                              | 503-517-6133  | 0                          | No   |
| Oregon Association of Broadcasters                          | Bill Johnstone        | 7150 SW Hampton St, Portland, OR 97223                             | 503-443-2299  | 0                          | Yes  |
| National Alliance of State Broadcasters                     | Entered on website    | <a href="http://www.careerpage.org">www.careerpage.org</a>         | 202-429-5300  | 0                          | No   |
| Monster Website   | Entered on website    | <a href="http://www.monster.com">www.monster.com</a>               | 866-378-6224  | 2                          | No   |
| Oregon Employment Dept                                      | Entered on website    | <a href="http://www.emp.state.or.us">www.emp.state.or.us</a>       | 503-731-4139  | 2                          | No   |
| Asian Reporter  | Classified Department | 922 N. Killingsworth, Portland, OR 97217                           | 503-283-4440  | 0                          | No   |
| El Hispanic News  | Classified Department | 2130 SW 5 <sup>th</sup> , Portland, OR 97201                       | 503-228-3139  | 0                          | No   |
| AllAccess.com   | Entered on website    | 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265         | 310-457-6616  | 0                          | No   |
| AM/FMJobs.com   | Entered on website    | P.O. Box 4116<br>Oceanside, CA 92052                               | 760-754-8177  | 0                          | No   |
| TvandRadiojobs.com  | Entered on website    | <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a> | Webmaster:<br><a href="mailto:h9k@tvandradio.com">h9k@tvandradio.com</a><br><br>(Web only-no phone contact #) | 0                          | No   |



**6) Total # of Interviewees Referred by Each Source:** For the period from September 22, 2007 to September 21, 2008, this Employment Unit interviewed 82 interviewees for full time job vacancies.

**7) Supplemental Recruitment Measures.**

**(a) Job Fairs.**

| Description of Supplemental Recruitment Measure:   | Date:          | Personnel Involved:<br>(Position)                                     |
|--|----------------|---|
| Participated in the Mt. Hood Community College Job Fair. Talked to students about opportunities in the broadcast industry and accepted résumés for open positions. | April 10, 2008 | HR Manager, Marketing Director, Promotion Directors, Program Director |

**(b) General Outreach Efforts.**

| Description of Supplemental Recruitment Measure:  | Date:   | Personnel Involved:<br>(Position) |
|---|---------|-----------------------------------|
| 1. <b>KUFO, KXJM and KCMD</b> have made significant contributions to the CBS Radio career website ( <a href="http://www.cbsradio.com">www.cbsradio.com</a> ) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. | Ongoing | HR Manager<br>Marketing Director  |

**(c) Participation in Events.**

| Description of Supplemental Recruitment Measure:   | Date:        | Personnel Involved:<br>(Position)               |
|--|--------------|---|
| Interviewed students enrolled in the Stoller Middle School Business Program which trains students in the specifics and mechanics of creating, managing and coordinating a fully-functional, for-profit business. The Radio Broadcast business model was discussed as well as the over-all program's impact on students.  | May 6, 2008  | Program Director, Marketing Director, Air Staff |
| Worked with the technical/radio program at Stoller Middle school to provide students with an accurate, real-world view of the radio industry, offering them practical advice on how to flourish within a changing business.  | May 13, 2008 | Program Director, Marketing Director, Air Staff |
| Worked with the enrollees in the Widney High School music education program which is geared toward students with developmental disabilities. The midday show interviewed students enrolled in the program, as well as the teachers and counselors who create and manage the classes and curriculum. Discussed music related careers, including broadcasting where a personal interest in music can lead to a career in radio broadcasting. | July 2008    | Program Director, Air Staff                     |

**(d) Internship Program.**

| Description of Supplemental Recruitment Measure:   | Date:    | Personnel Involved:<br>(Position)      |
|--|----------|--|
| The Employment Unit conducts an ongoing internship program designed to assist college students in acquiring skills needed for broadcast employment and careers in broadcasting | On going | Marketing Director<br>Program Director |