

Opus Broadcasting Systems, Inc.

KCNA, KROG, KRTA, KEZX, KRVC

EEO Public File Report

I. VACANCY LIST

| Date From 10/01/15 to 09/30/16 | | Code No. of Referring Hiree | Date Vacancy was filled |
|---------------------------------------|-----------------------------------------------------|------------------------------------------------|----------------------------------------|
| Job Title | Recruitment Sources Used to fill Vacancy | | |
| | | | |
| Production / Hispanic Talent | 2,15,17,20 | | n/a |
| | | | |
| Media Sales | 10,14,16,18,21 | 10 | 10.03.16 |
| | | | |
| | | | |
| | | | |
| On - Air Announcer | 2,10,15,16,20,21 | 15/16 | 01.04.16 |
| | | | 04.01.16 |
| | | | |

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II. MASTER RECRUITMENT SOURCE LIST

| Code No. | Date From 10/01/15 to 09/30/16 Name of Recruitment Source | Source Entitled to Vacancy Notification? Yes/No | | No. of Interviewees Referred |
|-----------------|---------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|--|---------------------------------------------|
| 1 | Mail Tribune P.O. Box 1108 Medford, OR 97504 541-776-4466 | No | | |
| 2 | Southern Oregon University 1250 Siskiyou Boulevard Ashland, OR 97502 541-552-6213 | Yes | | 1 |
| 3 | Rogue Community College 3345 Redwood Hwy Grants Pass, OR 97527 541-552-6213 | No | | |
| 4 | Rogue Community College 114 S Bartlett Street Medford, OR 97501 541-245-7500 | No | | |
| 5 | NAACP / Eugene Chapter P.O. Box 11484 Eugene, OR 97740 503-485-4767 | No | | |
| 6 | Oregon Commission of Women P.O. Box 751 CW Portland, OR 97209 503-725-5889 | No | | |
| 7 | Oregon Council of Hispanic Advancement 108 NW 9th Ave, Ste 201 Portland, OR 97209 503-228-4131 | No | | |
| 8 | Commission on Hispanic Affairs 3218 Pringle Rd, SE Suite 270 Salem, OR 97302 503-378-2139 | No | | |
| 9 | National Association of Women P.O. Box 431 Ashland, OR 97502 | No | | |
| 10 | Opus Broadcasting Systems, Inc. Radio Spots | No | | 4 |

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III. RECRUITMENT ACTIVITIES

| | | Date From 10/01/15 to 09/30/16 | |
|---|--|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | Type of Recruitment Initiative | Brief Description of Activity |
| 1 | | Internship (1) | <p>Summer 2016. - Promotions and Programming Internship. Intern assists with the setup and teardown for outside promotional appearances, assists in the creation of promotional materials. Learns company policies of promotions and appearances. Assists as needed in Production and Programming departments.</p> <p>no part-time KRTA</p> |
| 1 | | Media Sales | <p>Summer / Fall 2016 - Account Executive, Broadcast Sales experience an asset but not necessary.</p> |
| 0 | | On - Air | <p>January 2016 Part-Time On Air KROG February 2016 Part-Time On Air KCNA</p> |