

# Elkhorn Media Group (EMG)

## EEO Public File Report

Location	Pendleton, OR Walla Walla, WA		
Date	Oct 1, 2018-Sept 30, 2019		
KUMA-AM	X	KWHT-FM	X
KUMA-FM	X	KWVN-FM	X
KTIX-AM	X	KTEL-AM	X

### I. Vacancy List

Job Title	Recruitment Sources ("RS")	RS that referred hiree
NO JOB OPENINGS FOR THE PERIOD		

### II. Master Recruitment Source List (MRSL)

RS #	RS Information	Vacancy Information	Number Referred
1	Eastern Oregon University* One University Blvd* La Grande, OR 97850 1-541-962-3972	N/A	0
2	Blue Mountain CC* 4211 NW Carden* Pendleton, OR 97801 1-541-276-1260	N/A	0
3	Walla Walla CC*500 Tausick Way*Walla Walla, WA 99362 1-509-522-2500	N/A	0
4	Whitman College*345 Boyer*Walla Walla, WA 99362 1-509-527-5111	N/A	0
5	Walla Walla College*204 S College Ave*Walla Walla, WA 99362 1-509-527-2615	N/A	0
6	Union Bulletin*1 <sup>st</sup> and Popular*Walla Walla, WA 99362 1-509-525-3300	N/A	0
7	East Oregonian* 211 SE Byers Ave*Pendleton, OR 97801 1-541-276-2211	N/A	0
8	Hermiston Herald*193 E Main St*Hermiston, OR 97838 1-541-567-6457	N/A	0
9	Confederated Umatilla Journal*PO Box 638 (CUJ)*Pendleton, OR 97801 1-541-966-2043	N/A	0
10	The Observer*1406 5 <sup>th</sup> *La Grande, OR 97850 1-541-963-3161	N/A	0
11	Baker City Herald*1915 1 <sup>st</sup> *Baker City, OR 97814 1-541-523-3673	N/A	0
12	Hells Canyon Journal*PO Box 646*Halfway, OR 97834 1-541-742-7900	N/A	0
13	Wallowa County Chieftan*106 NW 1 <sup>st</sup> *Enterprise, OR 97828 1-541-426-4567	N/A	0
14	The Blue Mountain Eagle*177 N. Broadway*John Day, OR 97845 1-541-575-0710	N/A	0
15	Certified Personnel Service Agency*10101 N. McAlister Rd.*Island City, OR 97850 1-541-963-6678	N/A	0
16	Express Personnel Services*120 E Hurlburt*Hermiston, OR 97838 1-541-276-4070	N/A	0
17	OAB*7150 SW Hampton St., Ste 240*Portland, OR 97223	N/A	0
18	WSAB*724 Columbia St., NW Suite 310*Olympia, WA 98501 1-360-705-0774	N/A	0
19	Company Radio Stations On Air Advertising	N/A	0
20	Internal Referral	N/A	0
21	Company/Station Website	N/A	0
22	Outside individual Referral	N/A	0

### III. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Internship	EMG maintains an ongoing informal internship program to train any interested individual in the various operations of a broadcasting facility
Mentoring young advertising executives and programming people	EMG upper management continually mentors junior advertising executives and on air/programming people for management positions
Business Expos-Jobs Fairs	Northeast Oregon College Fair October 2018, Community Job Fair Eastern Oregon University April 2019, Walla Walla Business Expo March 2019. La Grande High School Career Fair September 2019. Diversity Employment Day Career Fair August 2019 Portland, Oregon. Blue Mtn CC Job Fair May 2019
Training Programs	EMG has its employees regularly attend various training programs to increase their job proficiency and skills and enable employees to obtain the skills necessary for job advancement