

# EEO Public File Report

## 2016 – 2017 Annual EEO Public File Report

Annual EEO Public File Report Oct 1, 2016 – Sept 30, 2017

This EEO Public File Report (“Annual EEO Report”) is to comply with section 73.208 (c)(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for Purposes of EEO Rules:

Parent License Name: Extra Mile Media  
Station Call Letters: KHPE & KWIL

One Full-Time Employee was hired during the period of Oct 1, 2016 – Sept 30, 2017

Recruitment Sources Used for this position are listed at the conclusion of the list of activities.

### **EEO activities during the year included:**

1. A Full-Time Promotions and Social Media Coordinator was hired in 2017. 23 sources were used to inform the public of the open position and a total of 65 people applied. Three interviews were conducted. A final candidate was selected and started employment on May 26<sup>th</sup>, 2017.
2. Participation in an Internet job bank to promote job openings in broadcasting with regular on air announcements. KWIL & KHPE each air 365 “Christianjobs.com” :30-second announcements per year at various times of the day. Christianjobs.com is an employment agency, which posts job openings in broadcasting. We also have a link to Christianjobs.com web site on our web site for KHPE. This initiative was initiated by our Program Director and coordinated by our Traffic Manager
3. An Open House was held at the studio office of 34545 Hwy 20 SE Albany Oregon on December 14, 2016 with 13 visitors attending. Visitors received a presentation on the history along with a tour of the radio station. Participants we’re invited to observe on-air activities in our studio observation room and some were invited to participate in the on-air program. We provided knowledge as to how our radio station runs and some of the details of our specific activities. General Manager Randy Davison, Program Director Paul Hernandez and various other staff members conducted this open house.
4. March 14, 2017 General Manager Randy Davison presented a presentation to a group of High School Students at The Corvallis Boys and Girls Club about working in radio. After the presentation, a question and answer period was conducted.

Recruitment Sources used in the hiring of the Promotions and Social Media Coordinator  
2017

Recruitment Sources						
	Recruitment Source	Method	Log in	Active Date	Code	# of Responses
1	Oregon Association of Broadcasters 7150 SW Hampton Street, Suite 240	Sent Email to Shannon per website.		4/24/17	RD	
2	Oregon Employment Department 139 4th Ave SE		Username: hope1079	4/24/17	RD	
3	Linn Benton Community College 6500 Pacific Blvd SW	Posted w/ Career Center	Username: randy@hope1079.com	4/24/17	RD	
4	Northwest Christian University 828 E 11th St		request subitted		RD	
5	Corban University 5000 Deer Park Dr SE	Posted w/ Career Center	via Indeed	4/24/17	RD	
6	Lane Community College Career & Employment Services		request subitted		RD	
7	Western Oregon University Career Services	Posted w/ Career Center				
8	Oregon State Alumni Center	Posted w/ Career Center	<a href="mailto:hope@hope1079.com">hope@hope1079.com</a> PW <a href="#">osconfetti1079</a>		RD	
9	Christian Music Broadcasters <a href="http://www.cmbonline.org">www.cmbonline.org</a>	Christian Radio Careers		4/24/17	RD	
10	Indeed Website <a href="http://www.indeed.com">www.indeed.com</a>		User Name: randy@hope1079.com	4/24/17	RD	25
11	Christian Chamber					
12	George Fox University	Posted w/ Career Center				
13	Salem Chamber of Commerce					
14	Lebanon Chamber of Commerce					
15	Craig's List <a href="http://www.corvallis.craigslist.org">www.corvallis.craigslist.org</a>		Post Online	4/24/17		23
16	Craig's List <a href="http://www.salem.craigslist.org">www.salem.craigslist.org</a>		Post Online			
17	Internal Posting		Bulletin Board	4/24/17		
18	On-Air Announcements on KWILAM		Schedule In House	4/26/17	RD	
19	On-Air Announcements on KHPE FM		Schedule In House	4/26/17	RD	
20	KHPE FM Website: <a href="http://www.hope1079.com">www.hope1079.com</a>		Post	4/26/17	RD	10
21	KWIL AM Website: <a href="http://www.kwilforchrist.com">www.kwilforchrist.com</a>		Post	4/26/17	RD	
22	HOPE 1079 Facebook Page		Post	4/26/17	RD	
23	Word-of-Mouth Referral		Staff	4/26/17	RD	1
24	Email received				RD	6
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>						<b>3</b>