

# Capps Broadcast Group

## EEO Public File Report

	Location	Pilot Rock-Pendleton, OR	
	Date	Oct 1, 2010-Sept 30, 2011	
KCMB FM		KWRL FM	
KUMA AM		KUMA FM	X
KTIX AM		KWHT FM	
KTEL AM		KWVN FM	

### I. Vacancy List

Job Title	Recruitment Sources ("RS")	RS that referred hiree
Online Media Specialist	See List below for complete information	#21 Internal Referral

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

III. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Internship	Capps 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	Capps upper management continually mentors junior advertising executives and on air/programming people for management positions
Business Expos-Jobs Fairs	Capps participated in the Northeast Oregon College Fair October 2010, Community Job Fair at Eastern Oregon University April 2011, Walla Walla Business Expo March 2011
Training Programs	Capps 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