Capps Broadcast Group
KUMA-AM, KUMA-FM
KTIX-AM, KWHT-FM
Pendleton, Oregon
EEO Public File Report
October 1, 2008 – September 30, 2009

I. VACANCY LIST

See Section II "Master Recruitment Sources List" for recruitment source data

Job Title	Recruitment Sources ("RS")	RS that referred hiree
No positions open during this reporting period		

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II Master Recruitment Source List (MRSL)

RS #	RS Information	Vacancy Information	Number Referred
1	Eastern Oregon University One University Blvd. La Grande, OR. 97850 1-541-962-3672	N	0
2	Blue Mountain CC 4211 NW Carden Pendleton, OR. 97801 1-541-276-1260	N	0
3	Walla Walla CC 500 Tausick Way Walla Walla, WA. 99362 1-509-522-2500	N	0
4	Whitman College 345 Boyer Walla Walla, WA. 99362 1-509-527-5111	N	0
5	Walla Walla College 204 S. College Ave. Walla Walla, WA. 99362 1-509-527-2615	N	0
6	Union Bulletin 1st and Popular Walla Walla, WA. 99362 1-509-525-3300	N	0

RS#	RS Information	Vacancy Information	Number Referred
7	East Oregonian 211 SE. Byers Ave. Pendleton, OR. 97801 1-541-276-2211	N	0
8	Hermiston Herald 193 E. Main St. Hermiston, OR. 97838 1-541-567-6457	N	0
9	Confederated Umatilla Journal P.O. Box 638 (CUJ) Pendleton, OR. 97801 1-541-966-2043	N	0
10	The Observer 1406 5th La Grande, OR. 97850 1-541-963-3161	N	0
11	Baker City Herald 1915 1st Baker City, OR. 97814 1-541-523-3673	N	0
12	Hells Canyon Journal P.O. Box 646 Halfway, OR. 97834 1-541-742-7900	N	0

RS#	RS Information	Vacancy Information	Number Referred
13	Wallowa County Chieftan 106 NW 1st Enterprise, OR. 97828 1-541-426-4567	N	0
14	The Blue Mountain Eagle 177 N. Broadway John Day, OR. 97845 1-541-575-0710	N	0
15	Certified Personnel Service Agency 10101 N. McAlister Rd. Island City, OR. 97850 1-541-963-6678	N	0
16	Express Personnel Services 120 E. Hurlburt Hermiston, OR. 97838 1-541-276-4070	N	0
17	OAB 7150 SW Hampton St., Ste. 240 Portland, OR. 97223	N	0
18	WSAB 724 Columbia St. NW. Suite 310 Olympia, WA. 98501 1-360-705-0774	N	0
19	Other Company Radio Stations	N	0
20	On Air Advertising	N	0
21	Internal Referral	N	0

III Recruitment Initiatives

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Internship	Capps maintains an ongoing informal internship program to train any interested individual in the various operations of a broadcasting facility
2	Mentoring young advertising executives and programming people	Capps upper management continually mentors junior advertising executives and on air/programming people for management positions
3	Business Expos-Job Fairs	Capps participated in the 2009 Walla Walla Business Expo March 2009, Community Job Fair at Eastern Oregon University in April 2009 and the Northeast Oregon College Fair October 2008 to recruit potential new employees.
4	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