

**KXXO(FM)**  
**EEO PUBLIC FILE REPORT**  
October 1, 2012-September 30, 2013

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS PERIOD		

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**II. MASTER RECRUITMENT LIST (“MRS�”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Notification/ (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in Job Fair	On April 9, 2013, our SEU participated in the Career and Internship Fair at Saint Martin’s University in Lacey, Washington. At the fair, we accepted resumes and spoke with attendees about careers in broadcasting. SEU participants included our Station Manager.
<b>2</b>	Host Station Tours (3)	On February 1, February 5 and September 19, 2013 our SEU hosted tours of the station for groups of Cub and Boy Scouts. The tours were conducted by the General Manager and included a Q&A session with station personnel and a handout about careers in radio.
<b>3</b>	Host an Internship	From October 2012, through the end of the school year in Spring 2013, our SEU hosted an intern from Black Hills High School. The student learned about many aspects of station operations - particularly programming - and was supervised by our Program Director. The intern gave her “Culminating Project” presentation (about her experience working and learning at KXXO(FM)) prior to her graduation in June 2013.
<b>4</b>	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On September 19, 2013, our Station Manager and General Manager attended (via telephone) a training session about EEO policies and reporting given by outside counsel. The training covered a variety of topics, including best practices in FCC EEO compliance.