

EEO PUBLIC FILE REPORT

For the Period October 1, 2008 through September 30, 2009

Prepared by:

Carol Janssen, Human Resources Director – Pamplin Communications Corporation

For respondent, Pamplin Broadcasting – Oregon, Inc. – KPAM (AM)

This report covers the following employment unit:

Call Sign	Facility ID Number	Type of Station	Location – City, State
KPAM	29553	AM	Troutdale, OR

A. The following is a list of all vacancies for full-time jobs during the reporting period:

Source	Job Title	Date Open	Date Filled
1. Referral	Account Manager	01/21/09	03/16/09
2. Oregon Live	Account Manager	04/07/09	04/20/09
3. CraigsList	Account Manager	05/26/09	06/15/09
4. All Access & KPAM Websites	Image Producer	08/07/08	11/26/08

B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened:

Recruitment Source	Contact	Telephone/Fax
Oregonian Newspaper/Oregon Live	Kristy Nass	503-221-8402
Asian Reporter Newspaper	Jennifer	503-283-4440
El Hispanic News	Daniel Torres	503-228-3139
Just Out Magazine	Larry Lewis	503-236-1252
Portland Observer	Sharon	503-288-0033
Oregon Association of Broadcasters	Bill Johnstone	503-443-2299
WA State Assoc. of Broadcasters	Sandie	360-705-0774
KPAM Website	Carol Janssen	503-546-5110
Monster.Com	Chad Cutting	503-821-1872
Station Bulletin Board	Rick Belcher	503-552-3328
Radio & Records	Kim Wood	326-954-3434
Portland Executives Association	Rick Van Wyngarden	503-227-6551
Talker's Magazine	Barbara Kurland	413-739-8255
The Employment Guide Job Fair	Kevin Borchert	503-290-3660
Worksource Oregon Website	Internet	
Portlandcraigslist	Internet	
All Access Website	Internet	

Job opportunities were listed on the KPAM 860 AM web site (www.kpam.com) and radio advertisements placed on KPAM.

C. During the reporting period, there were a total of 16 people interviewed for full-time positions.

The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total Number of Interviewees
Oregonian Newspaper/Oregon Live	1
Asian Reporter Newspaper	0
El Hispanic News	0
Monster.com	0
Portland Observer	0
The Employment Guide Job Fair	0
Oregon Association of Broadcasters	0
WA State Association of Broadcasters	0
KPAM Website	0
Radio & Records	0
Portland Executives Association	0
Talker's Magazine	0
Worksource Oregon Website	0
PortlandCraigslist	9
Current Employee	0
Referrals	3
Walk-ins	0
ITT Tech	0
All Access website	3
Total	16

D. During the reporting period, the station employment unit engaged in the following initiatives (provide full details, including an explanation if no initiatives were conducted during the period involved):

Job Banks and Internet programs: The employment unit participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to reach broad and inclusive outreach for applicants to consider future employment in broadcasting. In addition, job openings have been posted on web sites to ensure broad internet recruitment. In the reporting period, the following web sites have been used: KPAM web site, KKAD web site, Oregon Association of Broadcasters web site, and Washington State Association of Broadcasters web site.

Job Fairs: Staff members representing the employment unit participated in three job fairs during the reporting period. The job fairs were presented by The Employment Guide on February 25, 2009, June 4, 2009, and August 18, 2009. They were all held at The Hilton, Portland & Executive Tower in Portland, Oregon. The employment unit utilized binders containing sample job descriptions for all positions at the radio station, indicating which positions were currently open and not open. The three job fairs generated numerous resumes and expressions of interest.

Sponsored Events: KPAM co-sponsored the three Employment Guide Job Fairs and was included in all the mailings and advertisements that went out to the community.

Training Program: The employment unit provides an ongoing program of job sales training to its sales force in order to enable station personnel to acquire skills that could qualify them for higher-level positions. Each sales person also studies information from the Radio Advertising Bureau concerning the role and responsibilities of account managers.

Name of Respondent: Pamplin Broadcasting – Oregon, Inc. – KPAM (AM)
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Date: September 30, 2009