

KLSR-DT, KEVU-CD, K19GH-CD¹
EEO PUBLIC FILE REPORT
October 1, 2018-September 30, 2019

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Office Coordinator	1-3, 6, 8-19, 21	18
Chief Engineer	1-3, 6, 8-20	18

¹ This station employment unit also includes the following LPTV stations: K14MQ-D (FIN 8312), K14GW-D (FIN 8306), K30BN-D (FIN 8246), K32FI-D (FIN 8302), K33NY-D (FIN 8316), K35MS-D (FIN 8318).

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Southern Oregon University Women's Resource Center 1250 Siskiyou Boulevard Ashland, OR 97520 Contact: Deltra Ferguson wrc@sou.edu (541) 552-6216	Y	0
2	Oregon Association of Broadcasters 9020 SW Washington Square Ste 140 Portland, OR 97223 theoab@theoab.org (503) 443-2299	Y	0
3	Willamette University Career Center 900 State Street Salem OR, 97301 (503) 370-6413 cs-job-postings@willamette.edu	Y	0
4	State of Oregon: Employment Department 875 Union St. NE Salem OR, 97311 800-237-3710 www.employment.oregon.gov	N	0
5	Non-Employee Referral	N	0
6	The Job Council 673 Market Street Medford, OR 97504 Contact: LindaD@jobcouncil.org (541) 776-5100	Y	0
7	Employee Referral	N	0
8	Lane Community College 4000 E. 30th Avenue Eugene, OR 97405 Contact: careercenter@lanecc.edu (541)463-5223	Y	0
9	Radio-Television News Directors Association 1600 K Street NW, Suite 700 Washington DC 20006-2838 rtnda@rtnda.org (800)807-8632	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	University of Oregon School of Journalism 1275 University of Oregon Eugene, OR 97403 Contact: Jimmy Grabow jgrabow@uoregon.edu (541) 346-8983	Y	0
11	Bates Technical College 1101 S. Yakima Ave. Tacoma, WA 98405 cloiland@bates.ctc.edu (253) 680-7002	Y	0
12	Medialine P.O. Box 51909 Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
13	KOBI/KOTI-DT Internal Posting/Candidate	N	0
14	Station Website: www.oregonsfox.com	N	0
15	KLSR-DT/KEVU-CD Internal Posting/Candidate	N	0
16	Mt. Hood Community College 26000 SE Stark St. Gresham, OR 97030 Contact: Bhaktirose Dawdy bhaktirose.dawdy@mhcc.edu (503) 491-6422	Y	0
17	University of Oregon Office of Multicultural Affairs 1255 Oregon Hall, Suite 164 Eugene, OR 97403 Contact: Lilly Parker lbparker@oregon.uoregon.edu (541) 346-2990	Y	0
18	Indeed 6433 Champion Grandview Way Austin, TX 78750 800-475-4361	N	13
19	LinkedIn 1000 W. Maude Ave. Sunnyvale CA 94085 (650)687-3555	N	0
20	Society of Broadcast Engineers-Eugene/Portland Contact:jarthurbredesen@gmail.com	N	1
21	Walk-In/ Self-Referral	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			15

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On October 18, 2018, our SEU participated in the Eugene Chamber of Commerce Business Expo. Station participants included our Account Executives, General Manager and Promotion Coordinator, who discussed the broadcast industry and future employment opportunities with interested parties. Over 50 local businesses and approximately 900 people were in attendance.
2	Participate in Event or Program Sponsored by Station and Educational Institution Relating to Broadcast Careers	On May 16, 2019, our SEU participated in the Community Job Fair held at Lane Community College in Eugene, Oregon. Station participants included our Account Executives, Promotions Director and General Manager, who discussed the broadcast industry and future employment opportunities with interested parties. We co-sponsored this event with LCC. Over 40 local businesses and approximately 300 people were in attendance.
3	Internship Program	A student from University of Oregon interned in the KLSR/KEVU Promotions Department from June 24, 2019 through July 13, 2019. The intern assisted with station promotions, was exposed to day-to-day workings of broadcast operations, and was supervised by our Promotions Coordinator.
4	Training program designed to help employees gain skills to advance to higher level positions	From June 16 through June 17, 2019, our Promotions Coordinator attended the FPEC 2019 Conference. The conference covered a wide variety of topics, from the makings of a good leader to promotional strategies and ideas. The goals were to further educate the attendees and to further enhance their career paths
5	Training program designed to help employees gain skills to advance to higher level positions	On August 19, 2019, our National Sales Manager attended the Fox Executive Sales Summit in Los Angeles California. This seminar covered a wide variety of topics, from sales strategies and ideas to leadership goals. The goals were to further educate the attendees and to further enhance their career paths.
6	Training program designed to help employees gain skills to advance to higher level positions	From September 12 through September 13, 2019 our General Manager attended the National Association of Broadcasters SMTE. The conference covered a wide variety of topics, from the best management practices to digital sales. The goals were to further educate the attendees and to further enhance their career paths.