

KLSR-DT, KEVU-CD, K19GH-CD¹
EEO PUBLIC FILE REPORT
October 1, 2020-September 30, 2021

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, 6-10, 12-18, 21	15

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	1
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	1
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	9
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	0
21	Walk-In/ Self-Referral	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			11

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On December 10, 2020, our SEU participated in the Eugene Chamber of Commerce Virtual Business Expo. Station participants included our Promotions Director and Account Executives, who discussed the broadcast industry and future employment opportunities with interested parties. Over 20 local businesses and approximately 500 people were in attendance.
2	Training program designed to help employees gain skills to advance to higher level positions	On March 24, 2021 our SEU participated in an online seminar “Staying on top of your Broadcast FCC EEO Obligations” hosted by Wilkinson Barker Knauer. Station participants included our General Manager and Business Manager. This seminar covered FCC guidelines regarding EEO compliance and ways in which to insure station compliance. The goals were to further educate the attendees.
3	Training program designed to help employees gain skills to advance to higher level positions	On March 30, 2021, our SEU participated in an online Employment Law seminar held by the Medford Chamber of Commerce. Station participants included our General Manager and Business Manager. This seminar covered Employment Law and ways in which to insure station compliance. The goals were to further educate the attendees and to further enhance their career paths.
4	Training program designed to help employees gain skills to advance to higher level positions	On May 18, 2021 our SEU participated in an online training seminar held by Wide Orbit Traffic Software. Station participants included our Traffic Manager and Business Manager. This seminar covered a wide variety of topics, from the makings of a good leader to logistical features that our software provides to enhance our station visibility. The goals were to further educate the attendees and to further enhance their career paths.