

KOBI-DT, KOTI-DT, K32DY-CA¹
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
Multimedia Journalist	1-38, 42-43, 47-54, 57-58, 61-63, 73, 78	73
Chief Meteorologist	1-38, 42-43, 59, 65-66, 83-86	36
Bookkeeper	1-36, 38, 43-44, 72, 79-80	72
Anchor/Producer/MMJ	1-36, 38, 40, 42-43, 55, 57, 73	73
Account Executive	1-32, 34-36, 38, 81-82	35
MMJ	1-33, 35-38, 42-43, 47, 49-50, 52-53, 57, 59, 62-63, 65-66, 74	74
Newscast Producer	36-38, 42-43, 74	74

¹ This station employment unit also includes the following LPTV stations: K06NS-D (FIN 8268), K07JT-D (FIN 8276), K07NR-D (FIN 8321), K07PZ-D (FIN 8258), K08AK-D (FIN 8277), K13MI-D (FIN 13070), K20MK-D (FIN 183755), K25EN-D (FIN 8299), K25OK-D (FIN 8296), K34KJ-D (FIN 8248), K36BX-D (FIN 8307), K36IB-D (FIN 8236), K34OW-D (FIN 8252), K31OQ-D (FIN 8270), K33PM-D (FIN 8261).

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston bufor@bufor.com (503) 282-7973	Y	0
4.	College of the Siskiyous 800 College Avenue, Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375, ext. 5375	Y	0
5.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (541) 553-1924	N	0
6.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com (541) 677-5575, ext. 5513	N	0
7.	Klamath Community College (Bulletin Board) 7390 South 6 th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu (541) 882-3521	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
8.	Medialine 1209 Wood Valley Rd., Augusta, GA 30909 Contact: Rich Everitt medialine@medialine.com (706) 364-7564	Y	0
9.	National Lesbian & Gay Journalists Assoc. 1420 K St., NW, Suite 910, Washington, DC 20005 Brian Salkin, Executive Assistant info@nljja.org (202) 588-9888, ext. 10	N	0
10.	Oregon Association of Broadcasters (OAB) 7150 S.W. Hampton St., Suite 240 Portland, OR 97223 Contact: Shannon Johnson theoab@theoab.org (503) 443-2299	N	0
11.	Oregon Institute of Technology (OIT) 3201 Campus Dr., Klamath Falls, OR 97601 Contact: Sarah Engelgau sarah.engelgau@oit.edu (541) 851-5179	N	0
12.	Oregon State University – Journalism Coordinator 1500 SW Jefferson St., Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-3383	N	0
13.	Rogue Community College – Career Services Coordinator 114 S. Bartlett St., Medford, OR 97501 Contact: Joe Anderson janderson@rogucecc.edu (541) 245-7755	N	0
14.	Rogue Community College – Humanities and Communications Chair 114 S. Bartlett St., Medford, OR 97501 Contact: Verne Underwood vunderwood@rogucecc.edu (541) 245-7569	N	0
15.	Southern Oregon University: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Howard Schreiber/Joe Brett/Brandon Givens schreibh@sou.edu brett@sou.edu / givensb@sou.edu (541) 552-6395	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
16.	Southern Oregon University: Student Emp. Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
17.	Southern Oregon University: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
18.	Southern Oregon University: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
19.	Southern Oregon University: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
20.	Southern Oregon University: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
21.	Southern Oregon University: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (541) 552-6181	N	0
22.	Southern Oregon University: Internship Coordinator 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jane Picknell picknelj@sou.edu (541) 552-8018	N	0
23.	University of Idaho, Moscow (<i>News only</i>) School of Journalism and Mass Media Shoup Hall Moscow, ID 83844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
24.	University of Nebraska, Lincoln – College of Journalism & Mass Communications 147 Andersen Hall, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
25.	University of Nebraska, Lincoln – College of Journalism & Mass Communications 147 Andersen Hall, Lincoln, NE 68588 Contact: Rick Alloway Ralloway1@unl.edu (402) 472-6856	N	0
26.	University of Oregon Email - School of Journalism 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw jupshaw@uoregon.com (541) 346-3745	N	0
27.	University of Oregon Email - School of Journalism 1275 University of Oregon, Eugene, OR 97403 Contact: Brent Walth bwalth@uoregon.com (541) 346-7642	N	0
28.	University of Southern California – Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu (213) 740-6045	N	0
29.	Washington State University – Edward R. Murrow College of Communication PO Box 642520, Pullman, WA 99164 Contact: Laura Dubowski Laura.dubowski@wsu.edu (509) 335-4839	N	0
30.	Washington State University – Edward R. Murrow College of Communication PO Box 642520, Pullman, WA 99164 Contact: Lucrezia Cuen Paxson Lc.paxson@wsu.edu (509) 335-8857	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
31.	Washington State University (CACD) Edward R. Murrow College of Communication PO Box 642520 Pullman, WA 99164 Contact: Marvin Marcelo mmarcelo@wsu.edu (509) 335-8835	N	0
32.	Willamette University Career Center 900 State Street, Salem OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
33.	WorkSource Rogue Valley – Business Employment Specialist 119 N Oakdale Ave., Medford, OR 97501 Contact: Tammy Schroeder tamara.t.schroeder@oregon.gov (541) 776-6060 ext. 263	N	0
34.	Craig’s List Medford, OR http://medford.craigslist.org/	N	0
35.	Indeed Job Bank www.indeed.com 6433 Champion Grandview Way, Bldg.1, Austin, TX 78750 (800) 475-4361	N	2
36.	KOBI-TV Station Website www.kobi5.com	N	1
37.	Medialine Job Bank https://medialine.com/post-a-job/	N	0
38.	State of Oregon: Employment Department <i>(job postings available online & at job service centers throughout state)</i> 875 Union St. NE, Salem OR, 97311 www.employment.oregon.gov Contact: Karen Llewellyn (541) 776-6060	N	0
39.	Oregon Institute of Technology 3201 Campus Dr., Klamath Falls, OR 97601-8801 http://www.oit.edu/career Contact: David Westhart david.westhart@oit.edu Tel: (541) 851-5020, Fax: (541) 885-1022	N	0
40.	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk www.roguecc.edu/employment (541) 956-7500	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
41.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com careerservices@sou.edu (541) 552-6213	N	0
42.	State Broadcasters Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
43.	TV Jobs – Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Tel: (760) 754-8177, Fax: (760) 754-2115	N	2
44.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw (541) 346-3745 www.Uocareer.uoregon.edu	N	0
45.	University of Oregon – School of Journalism and Communication Job Posting Website https://sojccareers.uoregon.edu/	N	0
46.	Washington State University (CACD) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0
47.	Arizona State University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
48.	Biola University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
49.	Boston University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
50.	Chapman University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
51.	Colorado State University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
52.	Emerson College (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
53.	George Washington University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
54.	Gonzaga University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
55.	Oregon State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
56.	Oregon Tech (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
57.	Southern Oregon University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
58.	University of Arizona (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
59.	University of Missouri – Columbia (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
60.	University of Nevada – Reno (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
61.	Utah State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
62.	Washington State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
63.	University of Oregon (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
64.	Mississippi State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
65.	University of California – Los Angeles (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
66.	University of Wisconsin – Madison (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
67.	KLSR-DT/KEVU-CD Internal Posting/Candidate	N	0
68.	KOBI-TV Internal Posting/Candidate	N	0
69.	KOTI-TV Internal Posting/Candidate	N	0
70.	KOBI-TV - Bulletin Board (internal) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
71.	YouTube (<i>active candidate sourcing/self-referral</i>) www.youtube.com 901 Cherry Ave., San Bruno, CA 94066 Fax: (650) 253-0001	N	0
72.	Internal Transfer/Promotion	N	1
73.	Employee Referral	N	2
74.	Non-Employee Referral	N	2
75.	Walk-In/Self-Referral	N	0
76.	Unknown (<i>source not adequately identified upon inquiry by SEU</i>)	N	0
77.	Internal Candidate	N	0
78.	MMJane Private Facebook Group (<i>not directly contacted by SEU</i>)	N	1
79.	Elwood Staffing Agency 2368 Crater Lake Ave. Suite 103, Medford, OR 97504 Contact: Tara Saunders Tara.saunders@elwoodstaffing.com (541)772-9039	N	2
80.	Personnel Source Staffing Agency 150 Hawthorne St. Suite A, Medford, OR 97504 Contact: Brenda Edwards Brenda.edwards@personnelsource.com (541)776-7466	N	3
81.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston apulido@bufor.org (503) 282-7973	N	0
82.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Linda Lochard lindal@jobcouncil.org (541) 842-2570	N	0
83.	Florida State University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
84.	University of Illinois – Urbana-Champaign (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
85.	University of Montana (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0

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86.	University of Washington (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1.	Participate in event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues.	On November 1, 2018, our SEU hosted a group of 15 students from Southern Oregon University for a tour of our facilities, as well as a Q&A session on employment and internship opportunities. Our GM and HR Director conducted the tour, during which the students learned how television stations operate and the opportunities available for future careers for the students in broadcasting. Information about the SEU's internship program was also shared.
2.	Participate in event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues.	On January 14, 2019, our SEU hosted a group of 10 students from Southern Oregon University for a tour of our facilities, as well as a Q&A session on employment and internship opportunities. Our GM and HR Director conducted the tour, during which the students learned how television stations operate and the opportunities available for future careers for the students in broadcasting. Information about the SEU's internship program was also shared.
3.	Participate in event/program sponsored by or on behalf of a community organization interested in broadcast employment issues.	On March 19, 2019, our SEU hosted a group of approx. 50 adults from the Medford/Jackson County Chamber Leadership Group for a tour of our facilities, as well as a Q&A session on employment and internship opportunities. Our GM conducted the tour, during which the group learned how television stations operate and the opportunities available for future careers in broadcasting. Information about the SEU's internship program was also shared.
4.	Participate in event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues.	On April 22, 2019, our SEU hosted a group of 12 students from Southern Oregon University for a tour of our facilities, as well as a Q&A session on employment and internship opportunities. Our GM, Sales Manager, and President conducted the tour, during which the students learned how television stations operate and the opportunities available for future careers for the students in broadcasting, specifically in the Sales and Marketing department.

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
5.	Internship Program	<p>During this reporting period, our SEU hosted an intern from Logos Public Charter School beginning in September 2019, allowing her to work closely with staff to learn the "behind-the-scenes" functioning of a broadcast station. The intern shadowed SEU staff, participating in news gathering, editing, story writing, camera operating, and on-air broadcasts. The intern also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.</p>