

KOBI-DT, KOTI-DT, K32DY-CA¹

EEO PUBLIC FILE REPORT

October 1, 2019 – September 30, 2020

I. VACANCY LIST

See Master Recruitment Source List (MRS�) for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1, 4-10, 12-25, 31-39, 41-47, 49-50, 52, 58-62, 64-67, 69, 71, 73-82, 84, 88, 91	88
AM Anchor/Multimedia Journalist	1, 4-10, 12, 16-25, 31-39, 41-47, 49-50, 52, 58-62, 65-67, 69, 71, 73-74, 76-77, 79-82, 84-85	85
Editor	1, 4-8, 10-15, 17-24, 26-39, 41-45, 47-50, 52, 70-71	44
Live Van Operator	1, 4-10, 12-25, 31-39, 41-45, 47, 49-50, 52, 85-86	85
PM Producer	1, 4-8, 10-15, 17-24, 26-39, 41-45, 47-50, 52, 58-60, 62, 64-67, 69, 71, 73-82, 84	24
AM Producer	1, 4-8, 10-15, 17-24, 26, 31-39, 41-47, 49-50, 52, 58-62, 64-67, 69-71, 73-79, 82, 84, 87	87
Multimedia Journalist	1, 4-8, 10-15, 17-24, 26-39, 41, 44-47, 49-50, 52, 58-62, 64-67, 69-71, 73-84	50
Vice President of Digital Strategy	87*	87
Multimedia Journalist	1-8, 10-15, 17-24, 26-39, 41, 44-45, 47-50, 52, 57, 58-62, 64-67, 69-71, 73-84, 87	57
Multimedia Journalist	1-8, 10-15, 17-24, 26-39, 41, 44-45, 47-50, 52, 58-62, 64-67, 69-71, 73-84, 87	87
Account Executive	1, 4-8, 10-24, 31-39, 41-45, 47-50, 52, 87	87
Multimedia Journalist	1-8, 10-15, 17-24, 26-41, 43-47, 49-50, 52, 54-62, 67-65, 67, 69-84	57

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).

* Exigent Circumstances.

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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: Cronkite News Associate Dean 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Arizona State University: Cronkite News Content Director 555 N. Central Ave., Phoenix, AZ 85004 Contact: Heather Dunn heather.dunn.1@asu.edu (602) 496-5282	N	0
3.	Arizona State University: Cronkite News Director of Career Services 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mike Wong Mike.wong@asu.edu (602) 496-7430	N	0
4.	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
5.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston bufor@bufor.com (503) 282-7973	Y	0
6.	College of the Siskiyou's 800 College Avenue, Weed, CA 96094 Contact: Ron Demele ron_demele@yahoo.com (530) 938-5375, ext. 5375	Y	0
7.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (541) 553-1924	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
8.	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
9.	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
10.	Medialine 2515 Sparrow Crest Dr. Kathy, TX 77494 Contact: Rich Everitt medialine@medialine.com (706) 364-7564	Y	0
11.	Medialine 2515 Sparrow Crest Dr. Kathy, TX 77494 Contact: Rick Iler rick@medialine.com (913) 217-0685	Y (as of 10/04/19)	0
12.	National Lesbian & Gay Journalists Association 1420 K St., NW, Suite 910, Washington, DC 20005 Brian Salkin, Executive Assistant info@nljja.org (202) 588-9888, ext. 10	N	0
13.	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
14.	Oregon Institute of Technology (OIT) 3201 Campus Dr., Klamath Falls, OR 97601 Contact: Sarah Engalgau sarah.engalgau@oit.edu (541) 851-5179	N	0
15.	Oregon State University: Journalism Coordinator 1500 SW Jefferson St., Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-3383	N	0
16.	Rogue Community College: Career Services Coordinator 114 S. Bartlett St., Medford, OR 97501 Contact: Joe Anderson janderson@roguecc.edu (541) 245-7755	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
17.	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
18.	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
19.	Southern Oregon University: Student Emp. Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
20.	Southern Oregon University: Communication Faculty 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
21.	Southern Oregon University: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
22.	Southern Oregon University: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
23.	Southern Oregon University: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
24.	Southern Oregon University: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (541) 552-6181	N	1

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
25.	Southern Oregon University: Internship Coordinator 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jane Picknell picknelj@sou.edu (541) 552-8018	N	0
26.	Southern Oregon University: Business Faculty 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Joan McBee McBeej@sou.edu (541) 552-6483	N	0
27.	Southern Oregon University: Communication Faculty 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Chris Lucas lucasr@sou.edu (541-552-6425)	N	0
28.	Southern Oregon University: Communication Faculty 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Kristin Hocevar hocevar@sou.edu (541) 552-7255	N	0
29.	Southern Oregon University: Communication Faculty 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Andrew Kenneth Gay gaya@sou.edu (541) 552-6669	N	0
30.	Southern Oregon University: Communication Faculty 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Melissa Matthewson Mattherwsm2@sou.edu (541) 552-7015	N	0
31.	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
32.	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

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33.	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
34.	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
35.	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
36.	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
37.	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
38.	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
39.	Washington State University - Edward R. Murrow College of Communication PO Box 642520 Pullman, WA 99164 Contact: Marvin Marcelo mmarcelo@wsu.edu (509) 335-8835	N	0
40.	Washington State University – Edward R. Murrow College of Communication PO Box 642520, Pullman, WA 99164 Contact: Bruce Pinkleton pink@wsu.edu (509) 335-2795	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
41.	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
42.	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
43.	Craig’s List Medford, OR http://medford.craigslist.org/	N	0
44.	Indeed Job Bank www.indeed.com 6433 Champion Grandview Way, Bldg.1, Austin, TX 78750 (800) 475-4361	N	1
45.	KOBI-TV Station Website www.kobi5.com	N	0
46.	Medialine Job Bank https://medialine.com/post-a-job/	N	0
47.	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
48.	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk www.roguecc.edu/employment (541) 956-7500	N	0
49.	State Broadcasters Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
50.	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
51.	University of Oregon – School of Journalism and Communication Job Posting Website https://sojccareers.uoregon.edu/	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
52.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
53.	YouTube (<i>active candidate sourcing/self-referral</i>) www.youtube.com 901 Cherry Ave., San Bruno, CA 94066 Fax: (650) 253-0001	N	0
54.	Oregon Association of Broadcasters https://www.theoab.org/ 3422 NW Bryce Canyon Ln. Bend, OR 97703 theoab@theoab.org (503) 443-2299	N	0
55.	California Broadcasters Association http://www.yourcba.com/ 915 L St. Suite 1150, Sacramento, CA 95814 Contact: Joe Berry jberry@yourcba.com (916) 444-2237	N	0
56.	RTDNA https://www.rtdna.org/ 529 14 th St. NW, Suite 1240, Washington, D.C. 20045 (202) 221-4282	N	0
57.	LinkedIn (<i>internet recruiting platform not directly contacted by SEU</i>) https://www.linkedin.com/	N	2
58.	Arizona State University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
59.	Biola University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
60.	Boston University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
61.	Chapman University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
62.	Colorado State University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
63.	Emerson College (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
64.	Florida State University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0
65.	George Washington University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	0

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66.	Gonzaga University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
67.	Mercy College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
68.	Mississippi State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
69.	Oregon State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
70.	Oregon Tech (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
71.	Southern Oregon University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
72.	University of Alabama – Birmingham (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
73.	University of Arizona (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
74.	University of California – Los Angeles (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
75.	University of Illinois – Urbana-Champaign (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
76.	University of Missouri – Columbia (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
77.	University of Montana (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
78.	University of Nevada – Reno (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
79.	University of Oregon (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
80.	University of Washington (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
81.	University of Wisconsin – Madison (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
82.	Utah State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0

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83.	Walla Walla University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
84.	Washington State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	0
85.	Internal Transfer/Promotion	N	2
86.	Internal Candidate	N	1
87.	Employee Referral	N	5
88.	Non-Employee Referral	N	1
89.	Walk-In/Self-Referral	N	0
90.	Unknown (source not adequately identified upon inquiry by SEU)	N	0
91.	MMJane Private Facebook Group (not directly contacted by SEU)	N	1
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1.	Host event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On October 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.
2.	Host event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	Our SEU hosted a student from Grants Pass High School on January 10, 2020, allowing him to work closely with staff to learn the all aspects of working in a news room. The student shadowed SEU news staff, participating in news gathering, editing, story writing, camera operating, and on-air broadcasts. The student also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.
3.	Participate in event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting.	On February 27, 2020, SEU HR Director participated in “Girls Imagining Their Futures Today Speed Career Dating” program hosted by the Soroptimist International of North Valley Club for 10 girls from Hanby Middle School, ranging in ages from 12-14 years old. During this time, the girls learned about the career path for an HR professional, as well as other opportunities available for future careers in broadcasting.
4.	Participate in event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On March 2, 2020, our SEU’s GM/VP spoke to a sales and marketing class at Southern Oregon University, with 45 students in attendance. 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, as well as a Q&A session on employment and internship opportunities.