

KOBI-DT, KOTI-DT, K32DY-CA¹
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

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
AM News Anchor	1-147, 149-178, 180-203, 205	201
AM News Editor / Director	143-147, 149-159, 161-205	195
AM News Editor / Director	1-147, 149-178, 180-192, 194-203, 205, 207	207
AM Newscast Director	206, 208	206
Anchor / Multimedia Journalist	1-147, 149-178, 180-192, 194-203, 205, 209	152
Chief Engineer	143-147, 149-159, 161-205	195
Director of Human Resources	143-147, 149-159, 161-205	194
Executive Producer	143-147, 149-159, 161-178, 179-205, 208	208
Executive Producer / Anchor	206, 208	206
KOTI Office Coordinator	143-147, 149-159, 161-205	194
Multimedia Journalist	1-147, 149-178, 180-192, 194-203, 205, 208	208
Multimedia Journalist	1-147, 149-178, 180-192, 194-203, 205	201
News Editor	143-147, 149-159, 161-205	195
Production Assistant	1-147, 149-192, 194-205, 211	211
Production Assistant	1-147, 149-192, 194-205, 212	212
Receptionist	143-147, 149-159, 161-205	194
Sales Assistant	1-192, 194-205	195
Videographer / Editor	143-147, 149-159, 161-205	194
Videographer / Live Van Operator / Video Editor	1-147, 149-192, 194-205	72

¹ This station employment unit also includes the following LPTV stations: K07PZ-D (FIN 8258), K13MI-D (FIN 13070), K25OK-D (FIN 8296), K34KJ-D (FIN 8248), K36BX-D (FIN 8307), K33PM-D (FIN 8261), and K34OW-D (FIN 8252).

KOBI-DT, KOTI-DT, K32DY-CA
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

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 (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
2.	Belmont University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
3.	Biola University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
4.	Boston University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
5.	Bowling Green State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
6.	Brigham Young University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
7.	Cal Poly Humboldt (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
8.	California Baptist University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
9.	California State University Chico (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
10.	California State University Los Angeles – Cal State LA (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
11.	California State University, Northridge (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
12.	California State University, Sacramento (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
13.	California State University, San Bernardino (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
14.	Central State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
15.	Chapman University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
16.	City College of San Francisco (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
17.	Claremont Consortium (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
18.	Claremont Graduate University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
19.	Claremont McKenna College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
20.	College of Charleston (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
21.	Colorado State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
22.	Contra Costa College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
23.	Cornell University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
24.	DePaul University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
25.	Drake University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
26.	East Carolina University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
27.	Embry-Riddle Aeronautical University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
28.	Florida Institute of Technology (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
29.	George Mason University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
30.	George Washington University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
31.	Grand View University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
32.	Harding University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
33.	Harvey Mudd College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
34.	Helena College University of Montana (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
35.	Hofstra University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
36.	Jackson State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
37.	Keck Graduate Institute (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
38.	Laney College – Eagle Hire (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
39.	Lewis & Clark College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
40.	Linn-Benton Community College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
41.	Los Medanos College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
42.	Loyola Marymount University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
43.	Mercy College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
44.	Millersville University of Pennsylvania (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
45.	Morgan State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
46.	National University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
47.	New Mexico State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
48.	Northern Arizona University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
49.	Northern Kentucky University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
50.	Northwest Nazarene University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
51.	Northwestern College – Iowa (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
52.	Northwestern University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
53.	Ocean County College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
54.	Oklahoma City University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
55.	Onondaga Community College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
56.	Oregon Institute of Technology (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
57.	Oregon State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
58.	Pacific University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
59.	Pepperdine University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
60.	Pierce College District (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
61.	Pitzer College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
62.	Plymouth State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
63.	Point Loma Nazarene University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
64.	Point Park University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
65.	Pomona College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
66.	Portland State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
67.	Rust College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
68.	Rutgers University – New Brunswick (Flagship Campus) (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
69.	Saddleback College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
70.	San Diego Community College District 1 City1 Mesa 1 Miramar 1 Continuing Education (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
71.	San Diego State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
72.	San Francisco State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	1
73.	San Jose State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	1
74.	Scripps College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
75.	Seattle Pacific University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
76.	Seattle University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
77.	Southern Adventist University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
78.	Southern Oregon University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
79.	St. Cloud State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
80.	Stanford University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
81.	State University of New York at Oswego (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
82.	Stony Brook University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
83.	SUNY College of Environmental Science and Forestry (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
84.	University of Alabama – Birmingham (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
85.	Syracuse University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
86.	Texas A&M University-Corpus Christi (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
87.	The Master's University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
88.	The Ohio State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
89.	The University of Michigan (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
90.	The University of Oklahoma (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
91.	The University of Scranton (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
92.	University of Alabama at Birmingham (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
93.	University of Alaska (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
94.	University of Arizona (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
95.	University of Arizona Global Campus (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
96.	University of California Berkeley (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
97.	University of California Davis (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
98.	University of California San Diego (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
99.	University of California, Irvine (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
100.	University of California, Los Angeles (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
101.	University of California, Santa Barbara (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
102.	University of Central Oklahoma (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
103.	University of Colorado Boulder (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
104.	University of Colorado Boulder (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
105.	University of Colorado Denver (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
106.	University of Georgia (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
107.	University of Illinois Urbana-Champaign (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
108.	University of Kentucky (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
109.	University of La Verne (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
110.	University of Louisiana – Monroe (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
111.	University of Louisville (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
112.	University of Miami (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
113.	University of Missouri – Columbia (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
114.	University of Montana (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
115.	University of Nebraska-Lincoln (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
116.	University of Nevada, Las Vegas (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
117.	University of Nevada, Reno (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
118.	University of New Mexico (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
119.	University of North Dakota (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
120.	University of Northern Colorado (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
121.	University of Oregon (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
122.	University of San Diego (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
123.	University of San Francisco (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
124.	University of South Carolina (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
125.	University of Southern California (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
126.	University of the Incarnate Word (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
127.	University of Utah (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
128.	University of Washington – Seattle/Bothell (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
129.	University of Wisconsin – Madison (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
130.	University of Wisconsin – Milwaukee (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
131.	University of Wyoming (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
132.	Utah State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
133.	Valparaiso University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
134.	Vanguard University of Southern California (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
135.	Virginia Tech (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
136.	Walla Walla University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
137.	Washington State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
138.	West Texas A&M University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
139.	Western Connecticut State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
140.	Western Illinois University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
141.	Western Kentucky University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
142.	Western Washington University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
143.	Arizona State University: Cronkite News 555 N. Central Ave., Phoenix, AZ 85004 Contact: Heather Dunn, Content Director heather.dunn.1@asu.edu (602) 496-5282	Y	
144.	Arizona State University: Cronkite News 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mike Wong, Director of Career Services Mike.wong@asu.edu (602) 496-7430	N	
145.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Roland Robinson rrobinson@bates.ctc.edu (253) 680-7000	Y	
146.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe kwitkoe@bates.ctc.edu (253) 680-7000	Y	
147.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston bufor@bufor.com (503) 282-7973	N	
148.	Chapman University Dodge College One University Dr., Orange, CA 92866 Contact: Suzanne Lysak lysak@chapman.edu (714) 997-6815	N	1
149.	College of the Siskiyous 800 College Avenue, Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375, ext. 5375	N	
150.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (541) 553-1924	N	
151.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Contact: Rhonda Malone, Social Service rmalone@cowcreek.com (541) 677-5575, ext. 5513	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
152.	Gonzaga University 502 E Boone Ave, Spokane, WA 99258 Contact: Jon Rossing, PhD, Professor of Communications rossing@gonzaga.edu (509) 313-6958	N	1
153.	Reel Media Group 1181 Walnut Terrace, Boca Raton, FL 33486 Contact: Stephanie Siegel dave@newsblues.com (610) 659-8583	Y	
154.	National Lesbian & Gay Journalists Assoc. 1420 K St., NW, Suite 910, Washington, DC 20005 Contact: Brian Salkin, Executive Assistant info@nljja.org (202) 588-9888, ext. 10	N	
155.	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	
156.	Oregon Institute of Technology 3201 Campus Dr., Klamath Falls, OR 97601 Contact: Lynde Wright, Employer Relations Specialist lynde.wright@oit.edu	N	
157.	Oregon State University 1500 SW Jefferson St., Corvallis, OR 97331 Contact: Steven Sandberg, Journalism Coordinator Steven.sandberg@oregonstate.edu (541) 737-3383	N	
158.	Point Loma Nazarene University – Journalism Program 3900 Lomaland Dr., San Diego, CA 92106 Contact: Dean Nelson deannelson@pointloma.edu (619) 849-2592	Y	1
159.	Rogue Community College 114 S. Bartlett St., Medford, OR 97501 Contact: Verne Underwood, Humanities and Communications Chair vunderwood@rogucecc.edu (541) 245-7569	N	
160.	Rogue Community College 114 S. Bartlett St, Medford, OR 97501 Contact: Pete Ridgeway, Automotive Program Instructor PRidgeway@rogucecc.edu	N	
161.	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk www.rogucecc.edu/employment (541) 956-7500	Y	
162.	Southern Oregon University Digital Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Howard Schreiber schreibh@sou.edu (541) 552-6892	Y	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
163.	Southern Oregon University Digital Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Joe Brett brett@sou.edu (541) 552-6892	Y	
164.	Southern Oregon University Digital Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Brandon Givens givensb@sou.edu (541) 552-6892	Y	
165.	Southern Oregon University 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks, Career Connections Coordinator brooksm@sou.edu (541) 552-8553	N	
166.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer, Communication Faculty palmere@sou.edu (541) 552-8433	Y	
167.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Rob Casserly, OLLI Assistant Director casserlyr@sou.edu (541) 552-6411	N	
168.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters, Associate Professor of Communication watersj@sou.edu (541) 552-6423	N	
169.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada, Professor of Art mindada@sou.edu (541) 552-6386	N	
170.	Southern Oregon University – English Program 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Ed Battistella, Professor BattistE@sou.edu (541) 552-6620	Y	
171.	Southern Oregon University – School of Business 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Brenda Schock, Division Assistant/Scheduler business@sou.edu / business-contact@sou.edu (541) 552-6486	N	
172.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Joan McBee, Business Faculty McBeej@sou.edu (541) 552-6483	N	
173.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Chris Lucas, Communications Faculty lucasr@sou.edu (541) 552-6425	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
174.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Kristin Hocevar, Communications Faculty hocevar@sou.edu (541) 552-7255	N	
175.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Andrew Kenneth Gay, Communications Faculty gaya@sou.edu / Andrew.gay@sou.edu (541) 552-6669	Y	
176.	Southern Oregon University 1250 Siskiyou Blvd, Ashland, OR 97520 Contact: Cristina Sanz, Director of Development cristina.sanz@sou.edu (541) 552-6422	N	
177.	Southern Oregon University: Communication Faculty 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Melissa Matthewson Mattherwsm2@sou.edu (541) 552-7015	N	
178.	Syracuse University – S.I. Newhouse School of Public Communications 313 Newhouse 3, 215 University Place, Syracuse, NY 13244 Contact: Kelly Barnett, Director of Career Development kbarnett@syr.edu (315) 443-1910	N	
179.	Umpqua Community College – Journalism 1140 Umpqua College Rd, Roseburg, OR 97470 Contact: Melinda Benton, Professor of Communication (541) 440-4645	N	
180.	University of Idaho, Moscow - School of Journalism and Mass Media (News Only) MS 3178 875 Perimeter Dr. Moscow, ID 83844 Contact: Glenn Mosley, Director of Broadcasting gmosley@uidaho.edu (208) 855-6020	Y	
181.	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	
182.	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	
183.	University of Nebraska, Lincoln – College of Journalism & Mass Communications 200 Centennial Mall North, Lincoln, NE 68588 Contact: Kris Scanlon Kscanlon2@unl.edu (402) 472-8992	Y	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
184.	University of Oregon – School of Journalism and Communication 1275 University of Oregon, Eugene, OR 97403 Contact: Brent Walth bwalth@uoregon.com (541) 346-7642	N	
185.	University of Oregon Email - School of Journalism 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw jupshaw@uoregon.com (541) 346-3745	N	
186.	University of Oregon Email – School of Journalism and Communication 1275 University of Oregon, Eugene, OR 97403 Contact: Rachel Allen rallen@uoregon.edu (541) 346-2171	Y	
187.	University of Southern California, Annenberg 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara, Director of Career Development Suzannea@usc.edu (213) 740-6045	N	
188.	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	1
189.	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	
190.	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	
191.	Washington State University – Edward R. Murrow College of Communication PO Box 642520 Pullman, WA 99164 Contact: Bruce Pinkleton, Dean pink@wsu.edu (509) 335-2795	N	
192.	Willamette University 900 State Street, Salem, OR 97301 Contact: Connie Ralph, Career Programs Coordinator cralph@willamette.edu / Cs-job-postings@willamette.edu (503) 370-6413	N	
193.	Craigslist Medford, OR http://medford.craigslist.org/	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
194.	Indeed Job Bank 6433 Champion Grandview Way, Bldg.1, Austin, TX 78750 www.indeed.com (800) 475-4361	N	22
195.	KOBI-TV Station Website www.kobi5.com	N	6
196.	Medialine Job Bank https://medialine.com/post-a-job/	N	
197.	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	
198.	State Broadcasters Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	
199.	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	
200.	KOBI-TV – All Staff Email 125 South Fir, Medford, OR 97501 (541) 779-5555	N	
201.	YouTube (<i>active candidate sourcing/self-referral</i>) www.youtube.com 901 Cherry Ave., San Bruno, CA 94066 Fax: (650) 253-0001	N	6
202.	Oregon Association of Broadcasters https://www.theoab.org/ 3422 NW Bryce Canyon Ln. Bend, OR 97703 theoab@theoab.org (503) 443-2299	N	
203.	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	
204.	LinkedIn https://www.linkedin.com/	N	
205.	Medford Chamber Job Board	N	
206.	Internal Transfer/Promotion	N	2
207.	Internal Candidate	N	1
208.	Employee Referral	N	4
209.	Non-Employee Referral	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
210.	Walk-In/Self-Referral	N	
211.	Southern Oregon University Communication Students Station Tour	N	2
212.	Careers in Gear Job Fair	N	2
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD			51

KOBI-DT, KOTI-DT, K32DY-CA
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1.	Participate in job fairs	On April 27, 2022, our SEU participated in Careers in Gear job fair. Station participants included our Creative Services Director, VP of Digital Strategies, Director of Human Resources, Production Manager, Account Executive, News Editor, Meteorologist, and more. The goal was to familiarize high school students and young adults with career options in the news industry, as well as share our current career opportunities.
2.	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On September 26, 2022, our SEU participated in the Bates Technical College student orientation. Station participants included our General Manager and Director of Human Resources, who discussed the broadcast industry, how to prepare for graduation now, and future employment opportunities. The goal of the presentation was to motivate current students to complete the program and encourage them to begin connecting with potential employers.
3.	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On June 6, 2022, our SEU hosted high school students on a station tour. Students and faculty from Crater High School's, <i>Teen Press</i> , program was led on a tour by our General Manager and Vice President of Digital Strategies. They viewed a live newscast and left their contact information for future job opportunities.
4.	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	During the week of May 2, 2022, our SEU gave several weather presentations to students and faculty. Our Chief Meteorologist spoke to three classes of students at Central Point Elementary School. The classes were studying the water cycle. Our meteorologist explained how it ties into the weather and his work as a meteorologist at the station.
5.	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	During the week of April 25, 2022, our SEU gave three tours to Central Point Elementary Students and faculty. The tours were led by our Chief Meteorologist and Meteorologist. The students learned about the various departments at the station, the science in weather forecasting, and the tools they use in their job.
6.	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 29, 2022, our SEU led a tour of Southern Oregon University Communication students. The tour was led by our General Manager and our Vice President of Digital Strategies. The students were introduced to members of the news team, and viewed the newscast from the control room and the studio. The students left their contact info for the Director of Human Resources.
7.	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	On April 26, 2022, our SEU participated in an online Employment Law seminar held by the Medford Chamber of Commerce. The Director of Human Resources attended. This seminar covered Employment Law, updates for 2022, and ways in which to ensure station compliance. The goal was to further educate the attendee and to further enhance their career path.
8.	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	On May 17, 2022, our SEU participated in an online webcast, <i>Real Talk on Employee Purpose and Values</i> , hosted by The Society of Human Resources Management. The Director of Human Resources attended. The training focused on how businesses can take steps toward understanding and meeting employee needs to improve happiness, job satisfaction and retention.

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
9.	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Our SEU encourages employee advancement within the company. A Production Assistant showed interest in applying for an open AM Editor/Director position. Our Production Manager and News Director collaborated and planned training for the PA to acquire the skills required to be hired into the AM Editor/Director position.
10.	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Our SEU encourages employee advancement within the company. An Executive Producer showed interest in anchoring a PM newscast. Our General Manager, Production Manager, and News Director collaborated and planned training for the EP to acquire the skills required to be promoted into an Executive Producer / Anchor position.
11.	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Our SEU makes regular contact with educational institutions. Our Director of Human Resources contacts educational institutions via phone and email, to include speaking with instructors and professors directly. The goal is to ensure our employment opportunities are disseminated as well as keeping contact information up to date.
12.	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Our SEU utilizes RS #1-142 to search for college students and alumni who meet job requirement criteria. Our Director of Human Resources searches by degree, qualifications, experience, then contacts the potential applicant to discuss career opportunities that meet their desired path and goals. The goal is to make students and alumni aware of career opportunities they weren't aware of and familiarize them with our station and community.