

**KOBI-DT, KOTI-DT, K32DY-CA<sup>1</sup>**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 – September 30, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Administrative Assistant	146-147, 149, 150-151, 159-177, 179, 193-197, 200, 204-210, 212-213	209
Anchor / MMJ	1-212	209
Anchor / Producer	1-212	206
Creative Services Producer	1-192, 194-200, 202-205	194
Director / Editor	1-212	209
Director of Engineering	1-142, 145-147, 149-151, 155-156, 159-161, 194-207	194
Editor / Weekend Director	1-212	209
Engineer	1-142, 145-147, 149-151, 155-156, 159-161, 194-207	204
MMJ	1-212	201
Producer / MMJ	1-212	194
Producer / MMJ	1-212	210
Producer / MMJ	1-212	210

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<sup>1</sup> 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, 2022 – September 30, 2023

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS #</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over period</b>
1.	<b>Arizona State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
2.	<b>Belmont University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
3.	<b>Biola University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
4.	<b>Boston University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	1
5.	<b>Bowling Green State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
6.	<b>Brigham Young University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
7.	<b>Cal Poly Humboldt</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
8.	<b>California Baptist University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
9.	<b>California State University Chico</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
10.	<b>California State University Los Angeles – Cal State LA</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	1
11.	<b>California State University, Northridge</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
12.	<b>California State University, Sacramento</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
13.	<b>California State University, San Bernardino</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	

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

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

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47.	<b>New Mexico State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
48.	<b>Northern Arizona University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
49.	<b>Northern Kentucky University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
50.	<b>Northwest Nazarene University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
51.	<b>Northwestern College – Iowa</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
52.	<b>Northwestern University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
53.	<b>Ocean County College</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
54.	<b>Oklahoma City University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
55.	<b>Onondaga Community College</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
56.	<b>Oregon Institute of Technology</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
57.	<b>Oregon State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
58.	<b>Pacific University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
59.	<b>Pepperdine University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
60.	<b>Pierce College District</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
61.	<b>Pitzer College</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
62.	<b>Plymouth State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	

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63.	<b>Point Loma Nazarene University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
64.	<b>Point Park University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
65.	<b>Pomona College</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
66.	<b>Portland State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
67.	<b>Rust College</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
68.	<b>Rutgers University – New Brunswick (Flagship Campus)</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
69.	<b>Saddleback College</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
70.	<b>San Diego Community College District 1 City1 Mesa 1 Miramar 1 Continuing Education</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
71.	<b>San Diego State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
72.	<b>San Francisco State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
73.	<b>San Jose State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
74.	<b>Scripps College</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
75.	<b>Seattle Pacific University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
76.	<b>Seattle University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
77.	<b>Southern Adventist University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
78.	<b>Southern Oregon University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	

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79.	<b>St. Cloud State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
80.	<b>Stanford University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
81.	<b>State University of New York at Oswego</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
82.	<b>Stony Brook University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
83.	<b>SUNY College of Environmental Science and Forestry</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
84.	<b>University of Alabama – Birmingham</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
85.	<b>Syracuse University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
86.	<b>Texas A&amp;M University-Corpus Christi</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
87.	<b>The Master's University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
88.	<b>The Ohio State University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
89.	<b>The University of Michigan</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
90.	<b>The University of Oklahoma</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
91.	<b>The University of Scranton</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
92.	<b>University of Alabama at Birmingham</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
93.	<b>University of Alaska</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
94.	<b>University of Arizona</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	

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95.	<b>University of Arizona Global Campus</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
96.	<b>University of California Berkeley</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
97.	<b>University of California Davis</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
98.	<b>University of California San Diego</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
99.	<b>University of California, Irvine</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
100.	<b>University of California, Los Angeles</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
101.	<b>University of California, Santa Barbara</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
102.	<b>University of Central Oklahoma</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
103.	<b>University of Colorado Boulder</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
104.	<b>University of Colorado Boulder</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
105.	<b>University of Colorado Denver</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
106.	<b>University of Georgia</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
107.	<b>University of Illinois Urbana-Champaign</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
108.	<b>University of Kentucky</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
109.	<b>University of La Verne</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	



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110.	<b>University of Louisiana – Monroe</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
111.	<b>University of Louisville</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
112.	<b>University of Miami</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
113.	<b>University of Missouri – Columbia</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
114.	<b>University of Montana</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
115.	<b>University of Nebraska-Lincoln</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
116.	<b>University of Nevada, Las Vegas</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
117.	<b>University of Nevada, Reno</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
118.	<b>University of New Mexico</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
119.	<b>University of North Dakota</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
120.	<b>University of Northern Colorado</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
121.	<b>University of Oregon</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
122.	<b>University of San Diego</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
123.	<b>University of San Francisco</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
124.	<b>University of South Carolina</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	

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

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
141.	<b>Western Kentucky University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
142.	<b>Western Washington University</b> (via Handshake internet recruiting platform) <a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	N	
143.	<b>Arizona State University: Cronkite News</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Heather Dunn, Content Director <a href="mailto:heather.dunn.1@asu.edu">heather.dunn.1@asu.edu</a> (602) 496-5282	Y	
144.	<b>Arizona State University: Cronkite News</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mike Wong, Director of Career Services <a href="mailto:Mike.wong@asu.edu">Mike.wong@asu.edu</a> (602) 496-7430	N	
145.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Roland Robinson <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	Y	
146.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> (253) 680-7000	Y	
147.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:bufor@bufor.com">bufor@bufor.com</a> (503) 282-7973	N	
148.	<b>Chapman University Dodge College</b> One University Dr., Orange, CA 92866 Contact: Suzanne Lysak <a href="mailto:lysak@chapman.edu">lysak@chapman.edu</a> (714) 997-6815	N	
149.	<b>College of the Siskiyous</b> 800 College Avenue, Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375, ext. 5375	N	
150.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	
151.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Contact: Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> (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.	<b>Gonzaga University</b> 502 E Boone Ave, Spokane, WA 99258 Contact: Jon Rossing, PhD, Professor of Communications <a href="mailto:rossing@gonzaga.edu">rossing@gonzaga.edu</a> (509) 313-6958	N	
153.	<b>Reel Media Group</b> 1181 Walnut Terrace, Boca Raton, FL 33486 Contact: Stephanie Siegel <a href="mailto:dave@newsblues.com">dave@newsblues.com</a> (610) 659-8583	Y	
154.	<b>National Lesbian &amp; Gay Journalists Assoc.</b> 1420 K St., NW, Suite 910, Washington, DC 20005 Contact: Brian Salkin, Executive Assistant <a href="mailto:info@nljja.org">info@nljja.org</a> (202) 588-9888, ext. 10	N	
155.	<b>Oregon Association of Broadcasters (OAB)</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Shannon Johnson <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	
156.	<b>Oregon Institute of Technology</b> 3201 Campus Dr., Klamath Falls, OR 97601 Contact: Lynde Wright, Employer Relations Specialist <a href="mailto:lynde.wright@oit.edu">lynde.wright@oit.edu</a>	N	
157.	<b>Oregon State University</b> 1500 SW Jefferson St., Corvallis, OR 97331 Contact: Steven Sandberg, Journalism Coordinator <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-3383	N	
158.	<b>Point Loma Nazarene University – Journalism Program</b> 3900 Lomaland Dr., San Diego, CA 92106 Contact: Dean Nelson <a href="mailto:deannelson@pointloma.edu">deannelson@pointloma.edu</a> (619) 849-2592	Y	
159.	<b>Rogue Community College</b> 114 S. Bartlett St., Medford, OR 97501 Contact: Verne Underwood, Humanities and Communications Chair <a href="mailto:vunderwood@rogucecc.edu">vunderwood@rogucecc.edu</a> (541) 245-7569	N	
160.	<b>Rogue Community College</b> 114 S. Bartlett St, Medford, OR 97501 Contact: Pete Ridgeway, Automotive Program Instructor <a href="mailto:PRidgeway@rogucecc.edu">PRidgeway@rogucecc.edu</a>	N	
161.	<b>Rogue Community College – Website Posting</b> 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk <a href="http://www.rogucecc.edu/employment">www.rogucecc.edu/employment</a> (541) 956-7500	Y	
162.	<b>Southern Oregon University Digital Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Howard Schreiber <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6892	Y	

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

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
174.	<b>Southern Oregon University</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Kristin Hocevar, Communications Faculty <a href="mailto:hocevar@sou.edu">hocevar@sou.edu</a> (541) 552-7255	N	
175.	<b>Southern Oregon University</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Andrew Kenneth Gay, Communications Faculty <a href="mailto:gaya@sou.edu">gaya@sou.edu</a> / <a href="mailto:Andrew.gay@sou.edu">Andrew.gay@sou.edu</a> (541) 552-6669	Y	
176.	<b>Southern Oregon University</b> 1250 Siskiyou Blvd, Ashland, OR 97520 Contact: Cristina Sanz, Director of Development <a href="mailto:cristina.sanz@sou.edu">cristina.sanz@sou.edu</a> (541) 552-6422	N	
177.	<b>Southern Oregon University: Communication Faculty</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Melissa Matthewson <a href="mailto:Mattherwsm2@sou.edu">Mattherwsm2@sou.edu</a> (541) 552-7015	N	
178.	<b>Syracuse University – S.I. Newhouse School of Public Communications</b> 313 Newhouse 3, 215 University Place, Syracuse, NY 13244 Contact: Kelly Barnett, Director of Career Development <a href="mailto:kbarnett@syr.edu">kbarnett@syr.edu</a> (315) 443-1910	N	
179.	<b>Umpqua Community College – Journalism</b> 1140 Umpqua College Rd, Roseburg, OR 97470 Contact: Melinda Benton, Professor of Communication (541) 440-4645	N	
180.	<b>University of Idaho, Moscow - School of Journalism and Mass Media (News Only)</b> MS 3178 875 Perimeter Dr. Moscow, ID 83844 Contact: Glenn Mosley, Director of Broadcasting <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208) 855-6020	Y	
181.	<b>University of Nebraska, Lincoln – College of Journalism &amp; Mass Communications</b> 147 Andersen Hall, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	
182.	<b>University of Nebraska, Lincoln – College of Journalism &amp; Mass Communications</b> 147 Andersen Hall, Lincoln, NE 68588 Contact: Rick Alloway <a href="mailto:Ralloway1@unl.edu">Ralloway1@unl.edu</a> (402) 472-6856	N	
183.	<b>University of Nebraska, Lincoln – College of Journalism &amp; Mass Communications</b> 200 Centennial Mall North, Lincoln, NE 68588 Contact: Kris Scanlon <a href="mailto:Kscanlon2@unl.edu">Kscanlon2@unl.edu</a> (402) 472-8992	Y	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
184.	<b>University of Oregon – School of Journalism and Communication</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Brent Walth <a href="mailto:bwalth@uoregon.com">bwalth@uoregon.com</a> (541) 346-7642	N	
185.	<b>University of Oregon Email - School of Journalism</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="mailto:jupshaw@uoregon.com">jupshaw@uoregon.com</a> (541) 346-3745	N	
186.	<b>University of Oregon Email – School of Journalism and Communication</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Rachel Allen <a href="mailto:rallen@uoregon.edu">rallen@uoregon.edu</a> (541) 346-2171	Y	
187.	<b>University of Southern California, Annenberg</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara, Director of Career Development <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> (213) 740-6045	N	
188.	<b>Washington State University – Edward R. Murrow College of Communication</b> PO Box 642520, Pullman, WA 99164 Contact: Laura Dubowski <a href="mailto:Laura.dubowski@wsu.edu">Laura.dubowski@wsu.edu</a> (509) 335-4839	N	
189.	<b>Washington State University – Edward R. Murrow College of Communication</b> PO Box 642520, Pullman, WA 99164 Contact: Lucrezia Cuen Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509) 335-8857	N	
190.	<b>Washington State University – Edward R. Murrow College of Communication</b> PO Box 642520 Pullman, WA 99164 Contact: Marvin Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	
191.	<b>Washington State University – Edward R. Murrow College of Communication</b> PO Box 642520 Pullman, WA 99164 Contact: Bruce Pinkleton, Dean <a href="mailto:pink@wsu.edu">pink@wsu.edu</a> (509) 335-2795	N	
192.	<b>Willamette University</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph, Career Programs Coordinator <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> / <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	
193.	<b>Craigslist Medford, OR</b> <a href="http://medford.craigslist.org/">http://medford.craigslist.org/</a>	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
194.	<b>Indeed Job Bank</b> 6433 Champion Grandview Way, Bldg.1, Austin, TX 78750 <a href="http://www.indeed.com">www.indeed.com</a> (800) 475-4361	N	26
195.	<b>KOBI-TV Station Website</b> <a href="http://www.kobi5.com">www.kobi5.com</a>	N	5
196.	<b>Medialine Job Bank</b> <a href="https://medialine.com/post-a-job/">https://medialine.com/post-a-job/</a>	N	
197.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn (541) 776-6060	N	
198.	<b>State Broadcasters Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	
199.	<b>TV Jobs – Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Tel: (760) 754-8177, Fax: (760) 754-2115	N	1
200.	<b>KOBI-TV – All Staff Email</b> 125 South Fir, Medford, OR 97501 (541) 779-5555	N	1
201.	<b>YouTube</b> ( <i>active candidate sourcing/self-referral</i> ) <a href="http://www.youtube.com">www.youtube.com</a> 901 Cherry Ave., San Bruno, CA 94066 Fax: (650) 253-0001	N	20
202.	<b>Oregon Association of Broadcasters</b> <a href="https://www.theoab.org/">https://www.theoab.org/</a> 3422 NW Bryce Canyon Ln. Bend, OR 97703 <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	
203.	<b>California Broadcasters Association</b> <a href="http://www.yourcba.com/">http://www.yourcba.com/</a> 915 L St. Suite 1150, Sacramento, CA 95814 Contact: Joe Berry <a href="mailto:jberry@yourcba.com">jberry@yourcba.com</a> (916) 444-2237	N	
204.	<b>LinkedIn</b> <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	N	3
205.	<b>Medford Chamber Job Board</b>	N	
206.	<b>Internal Transfer/Promotion</b>	N	2
207.	<b>Internal Candidate</b>	N	2
208.	<b>Employee Referral</b>	N	
209.	<b>Non-Employee Referral</b>	N	7



<b>RS #</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over period</b>
210.	<b>Walk-In/Self-Referral</b>	N	2
211.	<b>Zip Recruiter</b>	N	
212.	<b>Careers in Gear Job Fair</b>	N	
213.	<b>Express Employment Services</b> <a href="https://www.expresspros.com/MedfordOR/Default.aspx">https://www.expresspros.com/MedfordOR/Default.aspx</a> 3523 Arrowhead Dr. #100, Medford, OR 97504 Contact: Melissa Crowell <a href="mailto:melissa.crowell@expresspros.com">melissa.crowell@expresspros.com</a> 541-779-5522	N	3
<b>TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD</b>			<b>74</b>

**KOBI-DT, KOTI-DT, K32DY-CA**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 – September 30, 2023**

**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1.	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.	October 25 & 27, 2022, our SEU conducted tours for three classes of third graders from Jacksonville Elementary. The students were introduced to the various departments in a TV station, focusing on preparing and presenting the daily weathercast. Tours were led by our meteorologists. 42 students and 10 adults attended. 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 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.	January 26, 2023, our SEU News Chief Meteorologist led a tour of 40 St. Mary's 6 <sup>th</sup> graders and their teachers and chaperones. They received an overview of the various jobs at a TV station focusing on news and, specifically weather. He showed them the weather office and the equipment used to create the weather forecasts presented on air, and also hosted them on the news set and weather green screen, showing them how the weather is presented for viewers at home. The group was also addressed by COBi President and Owner.
3.	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.	February 21, 2023, our SEU hosted the Medford Chamber Leadership Class. During their visit, they learned about the TV news business from COBi President and Owner, VP/General Manager, and other department heads. They received a tour of the station, told how the departments interact with each other, and then given basic training on how to conduct themselves in a TV interview. This was followed by a practice interview in the KOBI-TV studios on the NBC5 News set. These were young professionals from various local businesses accompanied by three members of the Chamber staff. There were 25 class members in attendance.
4.	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	February 22, 2023, Our SEU, Director of Human Resources, attended Oregon State University's, "Coffee Chat: Internships, a mutually beneficial relationship." The goal was to meet OSUs internship team to assist with internship planning in the future.
5.	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	March 3, 2023, Our SEU, VP of Digital Strategies attended a meeting at Southern Oregon University's Digital Media Center to explore ways to better connect students to jobs and careers in the media. There were 24 people in attendance, including SOU staff and students, K-12 educators, and representatives of the local media. This is intended to be the first of an ongoing effort to move students from primary school to higher education to work in broadcasting and other media entities.

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
6.	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	March 3, 2023, Our SEU GM hosted representatives from the Siskiyou Media Council at the College of the Siskiyou's Yreka Campus. They learned about the overall station operations and job duties and careers in broadcasting. They were also given a tour of the station and spent time with the VP of Digital Strategies discussing the role of digital media in broadcast operations.
7.	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	April 19, 2023, Our SEU, VP of Digital Strategies and Office Coordinator participated in the Klamath County Chamber of Commerce Job Fair. We were among 40 businesses that participated. Attendees ranged from high school students and up in age. We spoke to many job seekers about careers in television and specific full and part-time positions that we currently have available.
8.	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	April 27, 2023, Our SEU participated in Careers in Gear, Southern Oregon's largest career exploration event. Attendees included approximately 2000 high school students from nearly every regional school. Over 300 business professionals/educators shared about their careers, including trades, college reps, healthcare and first responders, media, electronics and robotics, military, and many more.
9.	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.	July 17, 2023, Our SEU, Director of Creative Services led a group tour of Boy Scouts. They toured all departments and received a brief overview of how all departments work together to put our news on the air daily.
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. A Multimedia Journalist showed interest in an open Anchor/Producer position. Our News Director ensured they gained the skills required for the position and the MMJ was promoted into the Anchor/Producer 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 student to discuss career opportunities that meet their desired path and goals, as early as their Freshman year. The goal is to make students and alumni aware of career opportunities and familiarize them with our station and community and keep in contact through and after their graduation.