

**KOBI(TV), KOTI(TV), K32DY
EEO PUBLIC FILE REPORT
October 1, 2015-September 30, 2016¹**

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
Live Van Operator	1-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-47, 54, 56	46
Multimedia Journalist	46-48, 53-54, 56-57, 60, 62	60
Digital Content Producer	1-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 52-56, 62, 64	64
Bookkeeper	1-7, 11-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 53-54, 56, 62	46
Bookkeeper	1-7, 11-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 53-54, 56, 62	46
Technical Director	1-7, 9-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 53-54, 56, 62, 64	64
AM Newscast Producer	1-7, 9-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 53-54, 56, 62, 64	64
Newscast Director	46-48, 51-54, 56, 62	62
Multimedia Journalist/Anchor	1-7, 9-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 52-56, 62, 64	64
Multimedia Journalist/Weekend Weather	1-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 52-56, 62, 66	44
Multimedia Journalist/Producer	1-7, 9, 11-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41-48, 50, 52-56, 59, 62, 65-66	59
Multimedia Journalist	1-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41-50, 52-56, 62, 65-66	65
Account Executive	1-11, 13-27, 29-31, 34-36, 38, 41-47, 50-57	57
Multimedia Journalist	1-7, 9, 11-27, 29-31, 34-36, 38-39, 41, 43-45, 48, 53-56, 60, 66	41

¹ This Report was revised in April 2017 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

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

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8	KLSR FOX TV - Bulletin Board (<i>internal</i>) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
9	KOBI-TV – Email (<i>internal</i>) 125 South Fir, Medford, OR 97501 Contact: Chelsea Morris kobiall@kobi5.com (541) 779-5555	N	1
10	KOTI-NBC2 - Bulletin Board & Email (<i>internal</i>) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Brette Bliss kotiall@koti2.com (541) 882-2222	N	0
11	Medialine 1209 Wood Valley Rd., Augusta, GA 30909 Contact: Rich Everitt medialine@medialine.com 706-364-7564	Y	0
12	National Lesbian & Gay Journalists Assoc. 1420 K St., NW, Suite 910, Washington, DC 20005 Brian Salkin, Executive Assistant info@nlgia.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 State University – Academic Advisor Katrina Machorro 2150 SW Jefferson Way, Corvallis, OR 97331 Katrina.machorro@oregonstate.edu 541-737-6709	N	0

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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	Oregon State University 1500 SW Jefferson St., Corvallis, OR 97331 Contact: Kamela Hammerschmith Kami.hammerschmith@oregonstate.edu 541-737-0534	N	0
17	Rogue Community College – Email 227 E. Ninth Street, Medford, OR 97501 Contact: Dyanne Martin sesstudentRVC@roguecc.edu (541) 245-7734	N	0
18	Rogue Community College – Computer Science/Graphic Designer Instructor 114 S. Bartlett St., Medford, OR 97501 Contact: Leslie Wilson lwilson@roguecc.edu 541-956-7500	N	0
19	Rogue Community College – Adult Basic Skills and Career Training Director 114 S. Bartlett St., Medford, OR 97501 Contact: Julie Rossi jrossi@roguecc.edu 541-245-7615	N	0
20	Rogue Community College – Humanities and Communications Chair 114 S. Bartlett St., Medford, OR 97501 Contact: Verne Underwood VUnderwood@roguecc.edu 541-245-7569	N	0
21	Rogue Community College – Communications and Theater Coordinator 114 S. Bartlett St., Medford, OR 97501 Contact: Dr. Doran O'Donnell DODonnell@roguecc.edu 541-956-7165	N	0

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22	Rogue Community College – Training Services Coordinator 114 S. Bartlett St., Medford, OR 97501 Contact: Janice Richardson JRichardson@roguecc.edu 541-956-7500	N	0
23	Southern Oregon University: Career Services 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Sharon Fink careerservices@sou.edu (541) 552-6213	N	0
24	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 rvtv@sou.edu / schreibh@sou.edu brett@sou.edu / bgivensb@sou.edu (541) 552-6395	N	0
25	Southern Oregon University: Student Emp. Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
26	Southern Oregon University: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
27	Southern Oregon University: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
28	Southern Oregon University: Theatre and Music Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: David Humphrey humphreyd@sou.edu (541) 552-6522	N	0

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29	Southern Oregon University: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
30	Southern Oregon University: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
31	Southern Oregon University: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (541) 552-6181	N	0
32	Southern Oregon University: Marketing Director 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jim Beaver beaverj@sou.edu (541) 552-6093	N	0
33	Southern Oregon University: Student Affairs 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: James Klein Student_affiars@sou.edu (541) 552-6221	N	0
34	The Job Council 673 Market Street, Medford, OR 97504 Contact: Linda Lochard/Jim Fong lindal@jobcouncil.org / jimf@jobcouncil.org (541) 842-2570	N	0
35	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

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36	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
37	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
38	University of Oregon – Career Services 1585 E 13 th Ave., Eugene, OR 97403 Contact: Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
39	University of Oregon Email - School of Journalism 1585 E 13 th Ave., Eugene, OR 97403 Contact: Jim Upshaw jupshaw@uoregon.com (541) 346-3745	N	0
40	University of Oregon – Career and Academic Advisor 1585 E 13 th Ave., Eugene, OR 97403 Contact: Julia Morrill jmorrill@uoregon.edu 541-346-8709	N	0
41	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	2
42	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

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43	<p>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</p>	N	0
44	<p>Washington State University (CACD) Edward R. Murrow College of Communication PO Box 642520 Pullman, WA 99164 Contact: Marvin Marcelo mmarcelo@wsu.edu</p>	N	2
45	<p>Willamette University Career Center 900 State Street, Salem OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413</p>	N	0
46	<p>Craig’s List Medford, OR http://medford.craigslist.org/</p>	N	9
47	<p>KOBI-TV Website www.localnewscomesfirst.com; www.kobi5.com</p>	N	1
48	<p>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</p>	N	0
49	<p>Oregon Institute of Technology 3201 Campus Dr., Klamath Falls, OR 97601-8801 http://www.oit.edu/career Contact: David Westhart david.westhart@oit.edu Tel: 541-851-5020, Fax: 541-885-1022</p>	N	0

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50	<p>Oregon State University - Internship Coordinator and Placement Supervisor for New Media Communications Department www.Oregonstate-csm.symplicity.com/employer Contact: Jeff Hale jhale@oregonstate.edu (541)737-1942</p>	N	0
51	<p>Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk, (541) 956-7500 www.roguecc.edu/employment</p>	N	0
52	<p>Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com careerservices@sou.edu (541)552-6213</p>	N	0
53	<p>Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org</p>	N	0
54	<p>Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115</p>	N	3
55	<p>University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw (541) 346-3745 www.Uocareer.uoregon.edu</p>	N	0
56	<p>KOBI-TV - Bulletin Board (internal) 125 South Fir, Medford, OR 97501 (541) 779-5555</p>	N	0
57	Non-Employee Referral	N	3
58	Unknown Referral Source	N	0
59	Employee Referral	N	2

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60	YouTube (<i>active candidate sourcing/self-referral</i>) www.youtube.com 901 Cherry Ave., San Bruno, CA 94066 Fax: 650-253-0001	N	3
61	Walk-In/Self-Referral	N	0
62	Indeed www.indeed.com 6433 Champion Grandview Way, Bldg.1, Austin, TX 78750 800-475-4361	N	4
63	Filmagon www.filmagon.com	N	0
64	Internal Transfer/Promotion	N	4
65	Newsblues.com (<i>not directly contacted by SEU</i>)	N	2
66	Washington State University (CACD) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD:			36

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On October 21, 2015, our HR Director attended the 10th annual Women Living Leadership (“WiLL”) Luncheon sponsored by the United Way of Jackson County which took place at the Inn at the Commons in Medford, Oregon. Our HR Director had an opportunity to hear from and network with exceptional women who are leaders in their professions.
2	Management-level training addressing equal employment opportunity and preventing discrimination	On February 23, 2016, our HR Director attended a Bureau of Labor and Industries seminar sponsored by the Jackson County Oregon Employer Council regarding workplace harassment and discrimination which provided an overview of federal and state civil rights laws. Our HR Director was able to not only learn about the laws but also interact with other local employers.
3	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On April 21, 2016, our SEU/KOBI hosted a group of 12 students from Southern Oregon University for a tour of our facilities. Our HR Director conducted the tour, during which the students learned how television stations operate and the opportunities available for a future career in broadcasting. Information about the SEU’s internship program was also shared.
4	Management-level training addressing equal employment opportunity and preventing discrimination	On May 17, 2016, our HR Director attended a seminar entitled, “Employee Terminations - They Don’t Have to Be Scary,” sponsored by the Oregon Employer Council. This event took place at the Oregon Employment Department in Medford, Oregon.
5	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On June 10, 2016, one of KOBI’s News Anchor as well as its Creative Services Director participated in career day at Eagle Point Middle School, located in Eagle Point, Oregon. They talked with the students about how television stations operate and the opportunities available for a future career in broadcasting after which they conducted live reporting demonstrations featuring students as reporters.
6	Training program designed to help employees gain skills to advance to higher level positions	Between June 21-23, 2016, our General Manager and Creative Services Director attended the Promax BDA Station Summit, the largest gathering of the local broadcast marketing community and attended sessions to learn about social media innovations, maximizing viewership, and demographic changes in multi-media platform users.

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	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
7	Internship Program	<p>Our SEU regularly offers an internship program to local students, allowing them to work closely with staff to learn the "behind-the-scenes" functioning of a broadcast station. During the programs, our interns shadow SEU staff, participating in news gathering, editing, story writing, camera operating, and on-air broadcasts. They also have the opportunity to seek career advice and ask questions related to jobs in broadcasting. During this reporting period, our SEU hosted three students from the following schools:</p> <ul style="list-style-type: none">•South Medford High School, News Dept., Oct.–Dec 2015;•Southern Oregon University, News Dept., Feb.–June 2016;•Ashland High School, News Dept., June–Aug. 2016.