

EEO Public File Report

Licensee: Southern Oregon University (SOU)

Station Employment Unit (SEU): Jefferson Public Radio (JPR)

Licensed Stations: KSOR, KSBA, KSKF, KSMF, KSRS, KNSQ, KNCA, KSJK, KAGI, KSRG, KNYR, KNHT, KLMF, KLDD, KZBY, KHEC, KOOZ, KTBR, KMJC, KSYC-AM, KPMO, KJPR, KNHM, KWCA, KHWA, KSYC-FM

Lease Managed Stations: KRVM-AM

Report Period: October 1, 2022 • September 30, 2023

Number of Full-Time Vacancies Filled: 1

Titles of Vacancies Filled	Reference Numbers of Recruitment Sources Utilized to Publicize Opportunity <small>(See Recruitment Sources below)</small>	Total Number of Applicants	Interviewee Recruitment Source Reference Numbers (Source Reference Number / Number of Interviewees)	Hiree Recruitment Source Reference Number
Broadcast Engineer (job posted 9/28/2022)	Recruitment Sources: 1-17 Referral Sources: 1-4	2 (applications received 3/2023)	1 / 1	1

JEFFERSON PUBLIC RADIO

EEO Program Recruitment & Referral Sources • 10/1/2022 - 9/30/2023

#	RECRUITMENT SOURCE	ACCESS / ADDRESS	CONTACT
1	Internal - JPR Management & Staff	1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
2	JPR Website	ijpr.org / 1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
3	JPR Facebook Page	facebook.com/JeffersonPublicRadio	Calena Reeves
4	Southern Oregon University Website	jobs.sou.edu / SOU Human Resources	Caitlyn Fullerton
5	Craigslist	medford.craigslist.org / SOU Human Resources	Caitlyn Fullerton
6	State of Oregon Employment Division	oregon.gov/employ/pages/default.aspx / SOU Human Resources	Caitlyn Fullerton
7	Higher Ed Jobs	higheredjobs.com / SOU Human Resources	Caitlyn Fullerton
8	HERC	main.hercjobs.org / SOU Human Resources	Caitlyn Fullerton
9	Indeed	Indeed.com	Online Posting
10	Corporation for Public Broadcasting	cpb.org / 401 Ninth Street, NW, Washington, DC 20004-2129	Online Posting
11	Current Newspaper	current.org	Online Posting
12	Public Media Jobs	publicmediajobs.org	Online Posting
13	Oregon Association of Broadcasters Job Bank	theoab@theoab.org	John Tamerlano
14	TV and Radio Jobs	tvandradijobs.com	Online Posting
15	Society for Broadcast Engineers	https://www.sbe.org / kjones@sbe.org	Scott Jones
16	Society for Broadcast Engineers - Medford, OR Chapter	https://sbe141.org/contact-us/	Online Form
17	Bates Technical College	https://batestech.edu/ btraufler@batestech.edu	Bob Traufler

#	REFERRAL SOURCE	ACCESS / ADDRESS	CONTACT
1	Southern Oregon University	1250 Siskiyou Blvd / Ashland, OR 97520	Caitlyn Fullerton
2	State of Oregon Employment Division	oregon.gov/employ/pages/default.aspx	Caitlyn Fullerton
3	Klamath Tribal Administration	P.O. Box 436, 501 Chiloquin Blvd. / Chiloquin, OR 97624	George Lopez
4	Rogue Workforce Partnership	100 E Main St. Suite A / Medford, OR 97501	Tami Allison

Outreach Initiatives

Since the Licensee's stations serve small markets, as defined by FCC Rule 73.2080 (47 C.F.R. § 73.2080) the licensee is required to perform two outreach initiatives during each two-year period. Nevertheless, the Licensee has engaged in more than two outreach initiatives during the 2022-2023 reporting period.

Internship / Volunteer Program: The Licensee continued its Internship/Volunteer Program at the SEU. The program provided opportunities for general community members to learn skills that prepare them for employment in the broadcasting industry. The program reached out broadly for participants. The Licensee publicizes the program during recruitment periods via on-air announcements on the Licensee's FM and AM radio stations serving portions of Oregon and California, and on the Licensee's website, www.ijpr.org. Rhythm & News Music Director, Dave Jackson, and Executive Director, Paul Westhelle managed the program.

The Program provided community members opportunities to produce and host music and public affairs programming on the Licensee's stations. The SEU typically has five to eight volunteer participants active in the station in a given week. Daily and weekly radio programs contributed to by the participants of the program included the *Retro Lounge*, *First Concert*, *Late Night Blues*, *Open Air*, *The Folk Show*, *American Rhythm*, *Jazz Sunday* and *Siskiyou Music Hall*.

This Program has been effective in developing candidates for positions in the broadcasting industry, and has produced full-time hires for the Licensee, NPR and other broadcasters.

Work Study: The station maintained a work study program for students of Southern Oregon University (SOU), a State of Oregon public university and the SEU's Licensee. This program provided hands-on opportunities for undergraduate and graduate university students to perform meaningful duties within a multi-station broadcast environment while learning about broadcast industry rules, regulations and issues.

Scholarship Program: The SEU employed students as part of SOU's PEAK Job Program, which provides SOU students with on-campus employment opportunities that encourage rich relationships with faculty and staff, foster professional curiosity and competency, and engender a sense of substantive contribution to the community. Four PEAK students were employed at the SEU during the reporting period.

University of Oregon Charles Snowden Internship for Excellence in Journalism Program: The SEU hosted an intern in its newsroom for a 10-week period during the summer of 2023 as part of the University of Oregon's program to develop the next generation of journalists. The intern received extensive training and hands-on experience in news writing, journalistic standards and practices, and producing and editing audio. Learning outcomes included: developing understanding and proficiency of basic journalism skills such as interviewing, reporting and research and understanding of the editorial process of a working newsroom.

In each of these programs, JPR also contributed funding for student scholarship opportunities. The programs were supervised by senior SEU personnel – JPR News Director, Erik Neumann, and JPR Rhythm & News Music Director, Dave Jackson. These programs have been effective in developing candidates for positions in the broadcasting industry, and have produced full-time hires for both the Licensee and for other broadcasters.

Management & Employee Training: The station's licensee, Southern Oregon University, is committed to fostering a welcoming and inclusive campus environment for all its employees and students. To help achieve this goal, SOU has established policies and a comprehensive approach to training its managers and employees how to report, investigate and appropriately respond to allegations of discrimination and harassment. As part of this program, every SEU employee must complete a mandatory online training program annually designed to maintain a workplace free of discrimination and harassment. The course engaged employees and raised their awareness about harassment and discrimination by explaining the law, and providing insight on how to appropriately respond to and report misconduct. Certificates of completion were issued to all employees required to take the course. In addition, all members of search committees responsible for recommending employees for hire at the SEU receive EEO training from a member of Licensee's human resources department.