

**KEZI**  
**EEO PUBLIC FILE REPORT**  
**September 1, 2016-August 31, 2017<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “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>
Account Executive	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal, KEZI website, KEZI Twitter, TVJobs.com, Oregon Association of Broadcasters, Craigslist	Employee Referral
Producer	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, MediaLine, TVJobs.com, Oregon Association of Broadcasters	TVJobs.com
Staff Accountant	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, Employee Referral, KEZI website, KEZI Twitter, Indeed.com	Employee Referral
Producer	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, Word of Mouth, KEZI website, KEZI Twitter, TVJobs.com, Oregon Association of Broadcasters	Word of Mouth
Accounting Assistant	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Indeed.com, Craigslist	Craigslist
Accounting Assistant	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Indeed.com, Craigslist	Craigslist

<sup>1</sup> This Report was revised in February 2019 to address reporting issues. Due to inadvertent error, this Report does not cover the reporting period applicable to stations licensed to communities in the state of Oregon. Nonetheless, this Report covers a full year and licensee will correct this issue in future reporting periods.

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Accounting Assistant	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Indeed.com, Craigslist, Account Temps	Account Temps
Technical Media Producer	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Twitter, TV Jobs.com, Oregon Association of Broadcasters	Internal Posting
Sales Coordinator	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, Employee Referral, KEZI website, Twitter, TV Jobs.com, Oregon Association of Broadcasters	Employee Referral
Roseburg Reporter	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Twitter, TVJobs.com, Oregon Association of Broadcasters, Word of Mouth	Word of Mouth
Producer	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Twitter, TV Jobs.com, Oregon Association of Broadcasters, Word of Mouth, Employee Referral	Word of Mouth
Producer	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Twitter, TV Jobs.com, Oregon Association of Broadcasters, Word of Mouth, Employee Referral	Employee Referral
Creative Services Producer	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Twitter, Indeed.com, TV Jobs.com, Oregon Association of Broadcasters, 602Communication	Internal Posting
News Photographer/Editor	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Twitter, TV Jobs.com, Oregon Association of Broadcasters	KEZI website

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>The Register Guard Newspaper</b> Becky Stringfield P. O. Box 10188 Eugene, OR 97401 541.338.2505	No	0
2	<b>KEZI Website</b> Debbie Carter P.O. Box 7009 Eugene, OR 97401 541.485.5611	No	17
3	<b>TV Jobs.com</b> P.O. Box 4116 Oceanside, CA 92052	No	3
4	<b>Employee Referral</b>	No	7
5	<b>Internal Posting</b>	No	4
6	<b>University of Oregon</b> <i>duckconnect.com</i> Career Employer Services Human Resources 1283 University of Oregon Eugene, OR 94703 541.346.3214	No	0
7	<b>Word of Mouth</b>	No	7
8	<b>Indeed.com</b> <i>www.indeed.com</i> 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	9
9	<b>602Communication</b> Graeme Newell 1011 Lyndhurst Falls Lane Knightvale, NC 27545 919.217.4438	No	0
10	<b>Walk-in / Self Referral</b>	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	<b>National Association of Broadcasters</b> 1771 N Street, NW Washington, DC 20036 202.429-5424	No	0
12	<b>Account Temps</b> Chris Pearce 800 Willamette Street Suite 430 Eugene, OR 97401 541.345.9930	No	2
13	<b>Craigslist</b> <a href="https://eugene.craigslist.org">https://eugene.craigslist.org</a>	No	5
14	<b>Brigham Young University</b> CES Admissions A-41 ASB Provo, UT 84602 301.422.4636	No	0
15	<b>Pacific Lutheran University</b> 12180 Park Avenue South Tacoma, WA 98447 253.531.6900	No	0
16	<b>ZipRecruiter</b> April Bartolome 401 Wilshire 11 <sup>th</sup> Floor Santa Monica, CA 90401 april@ziprecruiter.com	No	0
17	<b>KATU</b> Thom Jensen 2153 NE Sandy Blvd. Portland, OR 97232 503.231.4222	No	0
18	<b>Lane Workforce Partnership</b> Oregon Employment Department Sandra Crawley 2510 Oakmont Way Eugene, OR 97401 541.686.7953	No	0
19	<b>MediaLine.com</b> Broadcast Employment Services P. O. Box 51909 Pacific Grove, CA 93950 800.237.8073	No	0
20	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	<b>Spots 'n Dots</b> Emily McKay <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> 888.884.2630 x 701	No	0
22	<b>Lane Community College</b> Career Center Staff / Tina Hunter 4000 E 30th Avenue Eugene, OR 97405 541.463.3000  Cindy Swoboda / Elizabeth Habian 3149 Oak Street Florence, OR 97439 541.463.4800	No	0
23	<b>Portland State University</b> Mindy Konczal <a href="mailto:handshake@pdx.edu">handshake@pdx.edu</a> PO Box 751 – ACS Portland, OR 97207-0751 503.725.4005	No	0
24	<b>Oregon State University</b> Emma Garcia 1500 SW Jefferson Avenue Corvallis, OR 97331 541.737.1000	No	0
25	<b>University of Idaho</b> John Mangiantini 875 Perimeter Drive Moscow, ID 83844 208.885.6111	No	0
26	<b>Oregon Association of Broadcasters</b> Shannon Johnson 9020 SW Washington Square Rd., Suite 140 Portland, OR 97223 503.443.2299	No	0
27	<b>Twitter</b> <a href="https://twitter.com/KEZI9">https://twitter.com/KEZI9</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>54</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	From April to June 2017, our news department hosted a student intern from the University of Oregon. From June through August 2017, our News department hosted a student intern from the University of Oregon. Our News interns set up cameras, audio, and lighting to gain hands-on experience with the equipment we use for news gathering and commercial production. The interns are trained to be grips on news and commercial projects, and often attend meetings with producers, directors, camera operators and audio technicians to better understand how newscasts and commercials are put together.
<b>2</b>	Host event/program for or on behalf of an educational institution relating to careers in broadcasting (2)	<p>In April 2017, a graduate from the University of Oregon's School of Journalism participated in a job shadow with our Reporter. The student participated in our daily news meeting and observed our reporter conducting interviews, writing and editing stories, and doing live shots.</p> <p>In May 2017, a student from Oregon State University participated in a job shadow with our Reporter. She observed the Report's daily duties and had the opportunity to ask questions about pursuing a career in broadcasting.</p>
<b>3</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	In November 2017, two of our Anchors attended Fall Press Day at the University of Oregon School of Journalism where they shared what it takes to become a broadcast journalist and gave advice on how to get there.
<b>4</b>	Host event/program for or on behalf of an educational institution relating to careers in broadcasting	Throughout the reporting period, our Meteorologist and Creative Services Coordinator hosted students and community members for station tours. Participants gained a "behind the scenes" view of our studios and had the opportunity to ask questions about careers in broadcasting. Participants came from a variety of different schools, as follows:

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		1-27-17 – Twin Oaks Elementary 2/09/17 – University of Oregon Journalism School 2/28/17 – Bohemia Elementary