



**KDRV**  
**October 1, 2020-September 30, 2021**  
**I. Job Vacancy List**

<b>Job Title</b>	<b>Recruitment / Referral Source Used</b>	<b>Recruitment Source that Referred Hiree</b>
Producer	KDRV Website, Magid, Youtube, Employee Referral, SOU Job Fair, LinkedIn	Employee Referral
Reporter/Producer	KDRV Website, Magid, Youtube, Employee Referral, NYU, TVJobs.com	Employee Referral
Producer	KDRV Website, Magid, Youtube, Employee Referral, TVJobs.com	Employee Referral
News Photographer/Editor	KDRV Website, TVJobs.com, Employee Referral, Magid, Youtube, Indeed, U of O University,	Indeed
Creative Services Director	KDRV Website, TVJobs.com, Employee Referral, Magid, Youtube, LinkedIn, Indeed	Indeed
Producer	KDRV Website, TVJobs.com, Employee Referral, Magid, Youtube	Employee Referral
Meteorologist	KDRV Website, TVJobs.com, Employee Referral, Magid, Youtube, Penn State University, LinkedIn	Youtube
Anchor/Reporter	TVJobs.com, Client/Vendor Referral/Word of Mouth, Magid, LinkedIn, Employee Referral, Youtube	Youtube
Creative Services Producer	KDRV Website, Indeed, Client/Vendor Referral/Word of Mouth, SOU, Employee Referral, Internship	Internship
Producer	KDRV Website, Indeed, Client/Vendor Referral/Word of Mouth, SOU, Employee Referral, LinkedIn, Magid	LinkedIn
Account Executive	KDRV Website, Indeed, Client/Vendor Referral/Word of Mouth, SOU, Employee Referral	Indeed
Technical Media Producer	KDRV Website, Indeed, Employee Referral, Client/Vendor Referral/Word of Mouth, SOU Job Fair, LinkedIn	KDRV Website
Technical Media Producer	KDRV Website, Indeed, Employee Referral, Client/Vendor Referral/Word of Mouth, SOU Job Fair, LinkedIn	Employee Referral

Creative Services Producer	KDRV Website, Indeed, Employee Referral, Client/Vendor Referral/Word of Mouth, SOU Job Fair, LinkedIn	Indeed
Chief Engineer	KDRV Website, Indeed, Employee Referral, Client/Vendor Referral/Word of Mouth, SOU Job Fair, LinkedIn, Carver Talent, SBE Website	Carver Talent
Technical Media Producer	KDRV Website, Indeed, Employee Referral, Client/Vendor Referral/Word of Mouth, SOU Job Fair, LinkedIn	KDRV Website
Traffic Assistant	KDRV Website, Indeed, Employee Referral, Client/Vendor Referral/Word of Mouth, SOU Job Fair, LinkedIn	Indeed

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**II. Referral Source List**

<b>Referral Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b>Number of Interviews Referred</b>
KDRV Website	Jamie Parfitt	1090 Knutson Avenue Medford, OR 97504	(541) 773-1212	12
TVJobs.com		PO Box 4116 Oceanside, CA 92052	800-374-0119	1
MediaLine.com	Mike Shilstone	PO Box 51909 Pacific Grove, CA 93950	800-237-8073	0
Employee Referral				13
Internal Posting				0
State of Oregon Employment Office	Employment Department	PO Box 1068 Medford, OR 97501	(541) 776-6060	0
Bates Technical College	Mike Scott	1101 S Yakima Street Tacoma, WA 98405	(253) 680-7000	0
Self Referral/Walk-In				0
Client/Vendor Referral/Word of Mouth				2
The Job Council	Pam Farquhar	673 Market Street Medford OR 97504	(541) 842-2570	0
Ohio-IL Center of Broadcasting		<a href="http://www.beonair.com">www.beonair.com</a> 9000 Sweet Valley Drive Valley View, OH 44125	(216) 447-9117	0
Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>		0
YouTube ( <i>station searches for qualified candidates/video resumes on YouTube but does not post job vacancy notices to YouTube</i> )				6
602 Communication		<a href="http://www.602communication.com">www.602communication.com</a>		0
Art Institute of Portland		1122 NW Davis Street, Portland, OR 97209	888-624-0300	0
Indeed.com		Indeed.com		15
Sportscasters Talent Agency of America				0
KOMU-TV		5550 Hwy 63 South, Columbia MO 65201	573-884-6397	0
LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>		16
Spots N Dots		<a href="http://www.spotsndots.com">www.spotsndots.com</a>		0
TV NewsCheck		<a href="http://Tvnewscheck.com">Tvnewscheck.com</a>		0
Cold Call				0
Magid		<a href="http://www.magid.com">www.magid.com</a>		3
Rouge Valley Jobs		<a href="http://www.roguevalleyjobs.com">www.roguevalleyjobs.com</a>		0

News Blues ( <i>station searches for qualified candidates/video resumes on News Blues but does not post job vacancy notices to News Blues</i> )				0
Facebook ( <i>station searches for qualified candidates/video resumes on Facebook but does not post job vacancy notices to Facebook</i> )				0
Handshake		<a href="http://www.handshake.com">www.handshake.com</a>		0
SOU Career Fair	Max Brooks	<i>See description in Section III</i>		1
Journalismjobs.com		Journalismjobs.com		0
Express Pros		Expresspros.com		0
Society of Broadcast Engineers		SBE.org		0
Workentertainment.com ( <i>station searches for qualified candidates/video resumes on workentertainment.com but does not post job vacancy notices.</i> )				0
University of Washington Outreach		<a href="http://www.washington.edu">www.washington.edu</a>		0
KDRV Former Intern				3
Google Search Outreach ( <i>station searches for qualified candidates/video resumes on Google Search but does not post job vacancy notices.</i> )				0
University of Oregon		<i>See description in Section III</i>		0
NYU Career Counselor		44 West Fourth Street New York, NY 10012	212-998-0100	1
Penn State		201 Old main, University Park, Pennsylvania 16802	814-865-4700	2
University of Oklahoma Outreach		1700 asp ave, Norman, OK 73072	405-325-4414	1
Carver Talent		<a href="http://Carvertalent.com">Carvertalent.com</a>		1
SBE Website		<a href="http://Sbe.org">Sbe.org</a> 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	317-846-9000	1
Total Interviewees Over Reporting Period				78

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### **III. Recruitment Initiatives**

Our station hosts internship program designed to provide students with an up-close look at careers in television news, sales and creative services. From March 7, 2021 to May 25, 2021, a student from Washington State University interned with us virtually in our News Department and shadowed our News Personnel. We also had a student from Pacific Lutheran University interned with us virtually in our News and Creative Services Department and shadowed our Creative Services and News Personnel.

Throughout the school year, employees of our station participate in Career Days and/or Job Fairs. Attending these events allows us to speak to a large number of students to help give them some direction as to what type of a career is best for them. During this reporting period, KDRV participated in a zoom meeting with media students from Oregon State University about broadcasting and broadcast careers on 4/9/21. KDRV also participated in a virtual job fair at Southern Oregon University on 5/26/21.

Throughout the school year our sales department participates in monthly virtual meetings with our local CASA and Rotary clubs for community outreach.