

KDRV, KDKF
October 1, 2022-September 30, 2023
I. Job Vacancy List

Job Title	Recruitment / Referral Source Used	Recruitment Source that Referred Hiree
Broadcast IT Engineer	1,16,19	1
Digital Content Manager	16, 19,27,28,34	19
Marketing Assistant	16	16
Marketing Assistant	16	16
Traffic Manager	4,16,19	4
Anchor Reporter	1,19,46	19
Anchor Reporter	1,19,46	1
Reporter Producer	1,4,19,46,47	19
Reporter Producer	1,4,19,46,47	19
Creative Services Producer	16,19	16
Meteorologist	1,13,19,46	1
Marketing Assistant	16	16

KDRV, KDKF
October 1, 2022-September 30, 2023
II. Master Referral Source List

	Referral Source	Contact Person	Contact Information	Entitled (Y/N)	Number of Interviewees Referred
1	KDRV Website		www.kdrv.com	N	11
2	TVJobs		TVJobs.com PO Box 4116 Oceanside, CA 92052 800-374-0119	N	0
3	MediaLine	Mike Shilstone	MediaLine.com PO Box 51909 Pacific Grove, CA 93950 800-237-8073	N	0
4	Employee Referral			N	2
5	Internal Posting			N	0
6	State of Oregon Employment Office	Employment Department	PO Box 1068 Medford, OR 97501 (541) 776-6060	N	0
7	Bates Technical College	Mike Scott	1101 S Yakima Street Tacoma, WA 98405 (253) 680-7000	N	0
8	Intentionally Omitted				
9	Word of Mouth			N	0
10	The Job Council	Pam Farquhar	673 Market Street Medford OR 97504 (541) 842-2570	N	0
11	Ohio-IL Center of Broadcasting		www.beonair.com 9000 Sweet Valley Drive Valley View, OH 44125 (216) 447-9117	N	0
12	Craigslist		www.craigslist.com	N	0
13	YouTube (<i>Active candidate sourcing</i>)			N	2
14	602 Communication		www.602communication.com	N	0
15	Art Institute of Portland		1122 NW Davis Street, Portland, OR 97209 888-624-0300	N	0
16	Indeed.com		Indeed.com	N	29
17	Sportscasters Talent Agency of America			N	0
18	KOMU-TV		5550 Hwy 63 South, Columbia, MO 65201 573-884-6397	N	0
19	LinkedIn (<i>active candidate sourcing</i>)		www.linkedin.com	N	48
20	Spots N Dots		www.spotsndots.com	N	0

21	TV NewsCheck		Tvnewscheck.com	N	0
22	Intentionally Omitted				
23	Magid		www.magid.com	N	0
24	Rogue Valley Jobs		www.roguevalleyjobs.com	N	0
25	News Blues (<i>active candidate sourcing</i>)		www.newsblues.com	N	0
26	Facebook (<i>active candidate sourcing</i>)		Facebook.com	N	0
27	Handshake		www.handshake.com	N	1
28	Job Fairs (<i>see description in Section III</i>)			N	1
29	Journalismjobs.com		Journalismjobs.com	N	0
30	Express Pros		Expresspros.com	N	0
31	Society of Broadcast Engineers		SBE.org	N	0
32	Workentertainment.com (<i>active candidate sourcing</i>)			N	0
33	University of Washington		www.washington.edu	N	0
34	KDRV Former Intern			N	1
35	Google Search (<i>active candidate sourcing</i>)			N	0
36	University of Oregon		<i>See description in Section III</i>	N	0
37	NYU Career Counselor		44 West Fourth Street New York, NY 10012 212-998-0100	N	0
38	Penn State		201 Old Main, University Park, Pennsylvania 16802 814-865-4700	N	0
39	University of Oklahoma Outreach		1700 Asp Ave, Norman, OK 73072 405-325-4414	N	0
40	Carver Talent		Carvertalent.com	N	0
41	SBE Website		Sbe.org 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000	N	0
42	AAJA Asian American Journalist Association		5 Third Street Suite 1108 San Francisco CA 94103	N	0
43	NAHJ National Association of Hispanic Journalists		NAHJ.org	N	0
44	NABJ National Association of Black Journalists		NABJonline.org	N	0
45	American Meteorologist Society	Micayla Goulet	connectwithym@yourmembership.com	N	0
46	Talent Dynamics		600 Las Colinas Blvd E #100 Irving TX 75039	N	7

47	University Northern Colorado	Shawn Montano	501 20 th Street Greeley, CO 80639	N	1
Total Interviewees Over Reporting Period:					103

KDRV, KDKF
October 1, 2022-September 30, 2023
III. Recruitment Initiatives

Type of Recruitment Initiative	Description
Participate in a job or career fair	On April 20, 2023, our SEU participated in a career job fair hosted by Southern Oregon University. During the fair we discussed career opportunities with job seekers and accepted resumes. SEU participants included our Broadcast Engineer, Digital Sales Manager, and Office Administrator.
Participate in events/programs sponsored by or on behalf of community organizations related to careers in broadcasting	<p>Throughout the year members of our Sales department participate in weekly meetings with our local Rotary Club. During this reporting period, meeting dates included: January 4,11,18,25 2023; February 1,8,15,22 2023; March 1,8,15,22,29 2023; April 5,12,19,26 2023; May 3,10,17,24,31 2023; June 7,14,21,28 2023; Broadcasting and careers in broadcasting are discussed at these meetings.</p> <p>On Dec. 19 2022; January 25; February 18; March 18;April 10,13; May 15; June 1,30 2023; our Marketing Specialist attended meetings with the Children’s Advocacy Center and spoke with attendees about careers in broadcast sales.</p> <p>On June 8 2023, our Digital Sales Manager attended meeting with the Young Professionals Network and spoke with attendees about open positions at our station.</p>
Participate in an event/program for or on behalf of educational institutions related to careers in broadcasting	<p>On February 22, 2023 Our Chief Meteorologist spoke with the Soroptimist International of Medford about job opportunities in broadcasting.</p> <p>On April 25, 2023 Our Chief Meteorologist talked to about 70 Parkside Elementary 5th graders about the weather and being a meteorologist.</p> <p>On June 8,2023 he also talked to about 20 people from Ashland Kiwanis Club about being a meteorologist.</p> <p>On May 11, 2023 our News Director gave a tour of our station to 5th grade students from Allen Dale Elementary.</p> <p>On August 2, 2023 Our Creative Services Director attended a networking event and spoke with numerous people in the film industry about careers in broadcasting.</p>
Training programs that enable station personnel to acquire skills to qualify them for higher level positions	Our Sales Manager attended a webinar March 27, 2023 for TVB NEXT Women. So, You Want to Be a GM? NEXT Women provides resources and community for professional and personal development, empowering and preparing women for advancement at each stage of their careers.