



KDRV
October 1, 2017-September 30, 2018¹
I. Job Vacancy List

Job Title	Recruitment / Referral Source Used	Recruitment Source that Referred Hiree
Meteorologist	Internal Posting, KDRV Website, Craigslist, Indeed.com, LinkedIn, TVJobs.com, Magid, Youtube	LinkedIn
Assignment Manager	Internal Posting, KDRV Website, Indeed.com, LinkedIn, TVJobs.com	Indeed.com
Chief Meteorologist	Internal Posting, KDRV Website, Craigslist, TVJobs.com, Medialine, Client/Vendor Referral/Word of Mouth, Magid, Youtube, Indeed.com	Client/Vendor Referral/Word of Mouth
Digital Sales Specialist	Internal Posting, KDRV Website, TVJobs.com, Medialine, Craigslist, Employee Referral, LinkedIn, Journalismjobs.com	Employee Referral
Sales Coordinator	Internal Posting, KDRV Website, TVJobs.com, Medialine, Craigslist, Indeed.com, ExpressPros	Indeed.com
Digital Media Manager	Internal Posting, KDRV Website, TVJobs.com, Craigslist, Indeed.com, LinkedIn	Indeed.com
Traffic Manager	Internal Posting, KDRV Website, TVJobs.com, Medialine, Craigslist, Indeed.com, Employee Referral, LinkedIn	Employee Referral
Creative Services Director	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake, LindedIn	KDRV Website

¹ This Report was revised in February 2019 to address reporting issues.

Chief Engineer	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake, Society of Broadcast Engineers, LinkedIn, Employee Referral	Employee Referral
Executive Producer	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake, LinkedIn, Youtube, Employee Referral	KDRV Website
Photographer/Editor	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake, Employee Referral	Indeed.com
Traffic Assistant	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake	Indeed.com
Broadcast Engineer	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake	KDRV Website
Producer	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake, Facebook, Employee Referral, LinkedIn, Magid	Facebook
Creative Services Producer	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake, SOU Career Fair	SOU Career Fair
Reporter	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake, Employee Referral, Magid, LinkedIn	KDRV Website
Technical Media Producer	Internal Posting, KDRV Website, TVJobs.com, Medialine, Indeed.com, Handshake, Employee Referral	Employee Referral

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II. Referral Source List

	Referral Source	Contact Person	Address	Telephone Number	Number of Interviewees Referred
1	KDRV Website	Jamie Parfitt	1090 Knutson Avenue Medford, OR 97504	(541) 773-1212	8
2	TVJobs.com		PO Box 4116 Oceanside, CA 92052	800-374-0119	3
3	MediaLine.com	Mike Shilstone	PO Box 51909 Pacific Grove, CA 93950	800-237-8073	0
4	Employee Referral				11
5	Internal Posting				0
6	State of Oregon Employment Office	Employment Department	PO Box 1068 Medford, OR 97501	(541) 776-6060	0
7	Bates Technical College	Mike Scott	1101 S Yakima Street Tacoma, WA 98405	(253) 680-7000	0
8	Self Referral/Walk-In				0
9	Client/Vendor Referral/Word of Mouth				2
10	The Job Council	Pam Farquhar	673 Market Street Medford OR 97504	(541) 842-2570	0
11	Ohio-IL Center of Broadcasting		www.beonair.com 9000 Sweet Valley Drive Valley View, OH 44125	(216) 447-9117	0
12	Craigslist		www.craigslist.com		0
13	YouTube (<i>station searches for qualified candidates/video resumes on YouTube but does not post job vacancy notices to YouTube</i>)				6
14	602 Communication		www.602communication.com		0
15	Art Institute of Portland		1122 NW Davis Street, Portland,	888-624-0300	0

			OR 97209		
16	Indeed.com		Indeed.com		37
17	Sportscasters Talent Agency of America				0
18	KOMU-TV		5550 Hwy 63 South, Columbia MO 65201	573-884-6397	0
19	LinkedIn		www.linkedin.com		19
20	Spots N Dots		www.spotsndots.com		0
21	TV NewsCheck		Tvnewscheck.com		0
22	Cold Call				0
23	Magid		www.magid.com		9
24	Rouge Valley Jobs		www.roguevalleyjobs.com		0
25	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
26	Facebook (<i>station searches for qualified candidates/video resumes on Facebook but does not post job vacancy notices to Facebook</i>)				1
27	Handshake		www.handshake.com		0
28	SOU Career Fair	Max Brooks	<i>See description in Section III</i>		1
29	Journalismjobs.com		Journalismjobs.com		1
30	Express Pros		Expresspros.com		3
31	Society of Broadcast Engineers		SBE.org		2
Total Interviewees Over Reporting Period					103

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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 October until November 2017, a student from Southern Oregon University interned with us in our News department. He shadowed reporters and photographers and helped produce news stories. From May until August 2018, a student from the University of Dallas interned in our News Department. She shadowed reporters and photographers and helped produce news stories. From June to September 2018, a student from the University of Oregon interned in our News Department. He shadowed sports reporters and photographers and helped produce news stories.

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 job fair at Southern Oregon University on 4/25/18.

Our station provides tours to various schools and community organizations. The tours provide participants with a “behind the scenes” view of our studios; participants have the opportunity to ask questions about careers in broadcasting. During this reporting period, our Meteorologist gave the following tours:

- 11/9/17: Homeschooled Students
- 11/10/17: Girl Scouts
- 5/10/18 and 5/11/18: Highland Elementary School
- 5/21/18: Allendale Elementary School
- 7/17/18: Central Point Recreation