



KDRV Reporting Period: October 1, 2014 thru August 31, 2015

	Job Title	Date Opened	Date Filled	# of People Interviewed	Recruitment / Referral Source Used	Recruitment Source that Referred Hiree
1406	Creative Services Producer	5/29/14	10/6/14	9	Internal Posting/KDRV Website/Craigslist/SOU/RCC TVJobs.com	Employee referral by Eric
1408	Sales Account Executive	7/25/14	1/26/15, 2/9/15	13	Internal Posting/KDRV Website/Craigslist/Oregon Employment Office/Mail Tribune/Daily Courier	Two positions filled by this opening by Referral
1409	Anchor/Reporter	7/25/14	Closed not filled		Internal Posting/KDRV Website/Craigslist/TVJobs.com/Medialine	
1411	Producer	8/20/14	10/20/14	Internal Promotion	Internal Posting/KDRV Website/TVJobs.com/Medialine/Craigslist	Internal
1412	Reporter	9/21/14	11/10/14	8	Internal Posting/KDRV Website/TVJobs.com/Medialine/Craigslist	University of Missouri & TVJobs.com
1413	News Director	9/21/14	Closed not filled			
1414	Director	10/12/14	Closed not filled		Internal Posting/KDRV Website/TVJobs.com/Medialine/Craigslist	
1415	Digital Media Manager	11/5/14	4/30/15	9	Internal Posting/KDRV Website/TVJobs.com/Medialine/Craigslist/Mail Tribune/Daily Courier/OIT/Social Media Jobs/linkedin	LinkedIn
1501	Creative Services Producer	1/5/15	Closed not filled			
1502	Reporter	1/22/15	4/24/15	14	Internal Posting, KDRV Website/TVJobs.com/Medialine/Craigslist	TVJobs.com KDRV Website
1503	Meteorologist	1/23/15	3/23/15	5	Internal Posting/KDRV Website/TVJobs.com/Medialine/Craigslist	TVJobs.com

1504	Newscast Producer	3//9/15	Closed not filled		Internal Posting, KDRV Website/TVJobs.com/Medial ne/Craigslist/SOU/OIT	
1505	Sports Director	4/14/15	6/18/15	3	Internal Posting, KDRV Website/TV Jobs.com/Medialine/Craigslis	Sportscasters Talent Agency of America
1506	Anchor/Reporter	4/19/15	6/29/15	4	Internal Posting, KDRV Website/TV Jobs.com/Medialine/Craigslis	Employee Referral
1507	Reporter/Producer	4/19/15	6/15/15	4	Internal Posting, KDRV Website/TV Jobs.com/Medialine/Craigslit	KOMU-TV
1509	Content Producer	6/3/15	7/20/15	3	Internal Posting, KDRV Website/TV Jobs.com/Medialine/Craigslis	TVJobs.com
1510	Traffic Manager	6/3/15	8/10/15	7	Internal Posting, KDRV Website/Mail Tribune/Daily Courier/TVJobs .com/Medialine/Craigslist/Lin edin	Linkedin

**Internal Promotion* This vacancy filled pursuant to internal promotion and therefore recruitment was not conducted.



Total Number of Interviewees for all Full-Time Vacancies Filled during Annual Reporting Period per Recruitment/ Referral Sources:

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	Referral Source	Contact Person	Address	Telephone Number	Number of Interviewees Referred
1	Medford Mail Tribune	Kristi Carson	P.O. Box 1108 Medford, OR 97501	(541) 776-4381	2
2	KDRV Website	Debbie Carter	1090 Knutson Avenue Medford, OR 97504	(541) 773-1212	4
3	TVJobs.com Broadcast Employment Services	N/A Web based service	PO Box 4116 Oceanside, CA 92052	800-374-0119	30
4	MediaLine.com Broadcast Employment Services	Mike Shilstone	PO Box 51909 Pacific Grove, CA 93950	800-237-8073	
5	Employee Referral	N/A	N/A	N/A	10
6	Internal Posting	N/A	N/A	N/A	4
7	Job Bank Interactive	Geoff Riley	PO BOX 4220 Medford, OR 97501	(541) 773-1212	
8	State of Oregon Employment Office	Employment Department	PO Box 1068 Medford, OR 97501	(541) 776-6060	
9	Bates Technical College	Mike Scott	1101 S Yakima Street Tacoma, WA 98405	(253) 680-7000	
10	Self/Walk-In	N/A	N/A	N/A	
11	Business Associate/Word of mouth	N/A	N/A	N/A	
12	Grants Pass Daily Courier	Classifieds		(541) 474-3714	
13	Rogue Community College	Web base service	www.rogueecc.edu		
14	The Job Council	Pam Farquhar	673 Market Street Medford OR 97504	(541) 842-2570	
15	Ohio-IL Center of Broadcasting	Web base service www.beonair.com	9000 Sweet Valley Drive Valley View, OH 44125	(216) 447-9117	
16	Craigslist	Web base service www.craigslist.com			7
17	Boise State	Bob Dodson	1910 University Dr, Boise ID 83725	(208) 426-5766	

18	SOU	Web base service	www.sou-csm.symplicity.com/employers		1
19	Arizona State University	Mark Ladato			
20	University of Missouri	Stacey Woefels			1
21	Mississippi State				
22	Youtube				2
23	602 Communication.com				1
24	Art Institute of Portland		1122 NW Davis Street, Portland, OR 97209	888-624-0300	3
25	Herald & News		2701 Foothills Blvd. Klamath Falls, OR 97601	800-275-0982	1
26	Indeed.com				4
27	Sportscasters Talent Agency of America				2
28	KOMU-TV		5550 Hwy 63 South, Columbia MO 65201	573-884-6397	3
29	LinkedIn				3
30	Spots N Dots				1



KDRV / KDKF EEO Outreach Initiative Narrative Statement for Reporting Period: 10-1-14 thru 8-31-15

Narrative Statement

KDRV participates in the following outreach initiatives during the reporting period:10/1/14-8/31/15

We have an internship program available to provide students with an up close look at careers in television news, sales and creative services. We had two internships this year, Kelsey Tidball and Chris Clayton.

Our team of meteorologists conducts regular school visits as part of our Weather Book program. Each year, the station provides elementary schools in the market with a written curriculum to assist teachers in providing instruction to student in math and science. Our meteorologists follow up with visits to local classrooms to talk about forecasting the weather. This interaction gets kids interested, not only in science, but television career opportunities as well.

Throughout the school year, employees of our company participate in Career Days and/or Job Fairs at local venues, and high schools. 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. These programs enable us to attract women and minorities.

KDRV participated in the Job fair at SOU on 4/22/14 where one employee spoke with about 25 students.

Tours take place that enable individuals, various groups, and students to come to our station and hear about the various job opportunities, and get a 'hands on' feel within broadcast television. Medford Montessori School toured the station Oct. 15, 2014. There were 40 children and 15 adults. New Hope Elementary toured the station Dec. 2 2014 with about 15 children. Rogue Valley Home School toured the station January 7, 2015 with 35 children. Rogue River Elementary fifth grade classes toured the station. There were 38 students and 5 adults. February 27, 2015 10 children from the Cub Scouts toured the station. July 14, 2015 Central Point Parks and Recreation summer camp class toured the station. There were 20 students and 5 adults.