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Stamp and Return

April 27, 2017

Elizabeth E. Goldin  
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**VIA HAND DELIVERY**

EEO Staff  
Policy Division  
Media Bureau  
Federal Communications Commission  
445 12th Street SW  
Washington, DC 20554

RECEIVED - FCC

APR 27 2017

Federal Communications Commission  
Bureau / Office

**Re: Response to EEO Audit Letter  
California Oregon Broadcasting, Inc.  
Station KOB1-DT, Medford, OR  
Facility ID No. 8260**

EEO Staff:

On behalf of California Oregon Broadcasting, Inc., licensee of the above referenced station, and the commonly owned stations in the employment unit ("SEU"), the undersigned submits the CEU's response to your letter of February 8, 2017 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Patricia C. Smullin, President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,



Elizabeth E. Goldin

*Counsel to California Oregon Broadcasting, Inc.*

cc: Patricia C. Smullin

**DECLARATION OF PATRICIA C. SMULLIN, President/Owner of  
California Oregon Broadcasting, Inc.**

I, Patricia C. Smullin, hereby declare as follows:

I am the President/Owner of California Oregon Broadcasting, Inc., the licensee of Station KOBI(TV), Medford, Oregon (Fac. ID No. 8260), which is part of a station employment unit based in Medford, Oregon and which includes KOTI(TV), Klamath Falls, Oregon (Fac. ID No. 8284) and K32DY, Medford, Oregon (Fac. ID No. 8309) (the "SEU"). This Statement and relevant attachments are being submitted in response to the February 8, 2017 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the station's EEO compliance (the "EEO Audit Letter").

1. This SEU employs five or more full-time employees as the term is defined in the Commission's broadcast EEO rule, 47 C.F.R. § 73.2080(e)(1).
2. In response to Question 3(a) of the EEO Audit Letter, the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The web addresses of the stations in this SEU are as follows: KOBI(TV), <https://kobi5.com/> and K32DY, <http://southernoregon.thistv.com/>. KOBI(TV) and KOTI(TV) share a website. Our SEU's current EEO public file report can be located via these websites.

The date of each full-time hire listed in the SEU's most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

3. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records documenting outreach to its recruitment sources to fill its full-time positions, including for those used during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is included at Attachment B in addition to announcements to sources that have notified the SEU that they want to be alerted to job openings at the SEU, as described in § 73.2080(c)(1)(ii).
4. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.
5. In response to Question 3(d) of the EEO Audit Letter, documentation of the SEU's performance of four recruitment initiatives as described in § 73.2080(c)(2) is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in Attachment C as well. This SEU employs a total of 46 full-time employees and the SEU is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four recruitment initiatives during a two-year period.

6. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of this SEU filed during the current license term.

7. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that it has deployed an EEO compliance plan with the assistance of our outside communications counsel, Wiley Rein LLP (“Wiley Rein”). We have obtained and disseminated copies of Wiley Rein’s “EEO Basics Binder.” The EEO Basics Binder contains advice on how SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives and provides sample forms for collecting and maintaining the necessary recruitment data. Our SEU’s Human Resources (“HR”) Director is responsible for the implementation of our EEO program and assumes primary responsibility for overseeing EEO compliance, including general outreach initiatives and projects. Active involvement in our EEO program by SEU department managers is encouraged—including reviewing key program elements in department head meetings—since we have found that a team of informed personnel helps ensure compliance efforts are continuously observed. Despite two isolated instances where certain entitled sources were missed, our HR Director, with assistance from our receptionist, takes seriously the task of distributing information about our specific vacancies and contacting the SEU’s list of recruitment sources, which includes a significant number of local colleges and universities, whenever there is a full-time job opening. They are also charged with maintenance of the associated records. This SEU’s compliance efforts include identifying our efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

8. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. Our managers believe that casting a wide net to attract and recruit the best qualified individuals to work with us is a priority. In particular, members of our staff have developed solid relationships with Rogue Community College, Southern Oregon University and Washington State University, to name a few, and keep them informed about vacancy-specific opportunities. Our SEU is also committed to continuing our successful internship program and is pleased that a number of our interns have joined our “team” following a successful internship. We are dedicated to continue our participation in other outreach activities that will educate the public about the broadcasting industry.


9. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the SEU provides equal opportunity and does not discriminate against employees or applicants. This SEU’s employment practices are the ultimate responsibility of Robert Wise, Vice President/General Manager, working in conjunction with outside employment and labor counsel, when applicable.

Dated: April 27, 2017

[SIGNATURE PAGE FOLLOWS]

SIGNATURE PAGE TO  
DECLARATION OF PATRICIA C. SMULLIN, PRESIDENT/OWNER OF  
CALIFORNIA OREGON BROADCASTING, INC.

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

  
Patricia C. Smullin, President

## TAB A

**KOBI(TV), KOTI(TV), K32DY**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2014-September 30, 2015<sup>1</sup>**

**I. VACANCY LIST**

See **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>
Human Resources Director	1-12, 14-18, 20-25, 27-33, 36-39, 41-52, 54-55, 58-59	45
Anchor/Multi Media Journalist	1-9, 12-18, 20-25, 27-33, 36-39, 41-44, 46-47, 50, 52-55, 59, 61	61
Producer/Anchor	1-12, 14-18, 20-25, 27-33, 36-39, 41-44, 46-47, 49, 51-55, 59-60	60
Videographer/Editor	1-12, 14-18, 20-25, 27-33, 36-39, 41-44, 46-47, 49-55, 58-59, 62	58
Newscast Producer	1-12, 14-18, 20-25, 27-33, 36-39, 41-44, 46-47, 49, 51-55, 58-59	46
Newscast Director	1-12, 14-18, 20-25, 27-33, 36-39, 41-44, 46-47, 49, 51-55, 58-59	58
Bookkeeper	1-12, 14-18, 20-25, 27-33, 36-39, 41-48, 50-51, 53, 55-56	47
Anchor/Reporter	1-12, 14-18, 20-25, 27-33, 36-39, 41-44, 46-47, 51-55, 59-60	60
Anchor/Producer	1-12, 14-18, 20-25, 27-33, 36-39, 41-44, 46-47, 51-56, 59, 61	46
Anchor/Reporter	1-12, 14-18, 20-25, 27-33, 36-39, 41-44, 46-47, 51-55, 58-59, 61	58
News Production	1-12, 14-18, 20-25, 27-33, 36-39, 41-44, 47-51, 53-56, 59	56

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<sup>1</sup> This Report was revised in April 2017 to address reporting issues.

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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 period</b>
1	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602)496-9415	N	0
2	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402)472-3047	N	0
5	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0
7	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
8	<b>Klamath Community College</b> ( <i>Bulletin Board</i> ) 7390 South 6 <sup>th</sup> Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9	<b>KLSR FOX TV - Bulletin Board</b> ( <i>internal</i> ) 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10	<b>KOBI-TV – Email</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobiall@kobi5.com">kobiall@kobi5.com</a> (541) 779-5555	N	1
11	<b>KOTI-NBC2 - Bulletin Board &amp; Email</b> ( <i>internal</i> ) 222 S. 7 <sup>th</sup> Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
12	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
13	<b>National Lesbian &amp; Gay Journalists Assoc.</b> 1420 K St NW Suite 910, Washington, DC 20005 Brian Salkin, Executive Assistant <a href="mailto:info@nlgja.org">info@nlgja.org</a> 202-588-9888 ext. 10	N	0
14	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541)737-1000	N	0



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<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 period</b>
16	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541)737-1000	N	0
17	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541)737-1000	N	0
18	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541)737-1000	N	0
19	<b>Rogue Community College (RCC) – Email</b> 227 E. Ninth Street, Medford, OR 97501 Contact: Dyanne Martin <a href="mailto:sesstudentRVC@roguecc.edu">sesstudentRVC@roguecc.edu</a> (541) 245-7734	N	0
20	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roguecc.edu">lwilson@roguecc.edu</a> 541-956-7500	N	0
21	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roguecc.edu">lrydell@roguecc.edu</a> 541-245-7820	N	0
22	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roguecc.edu">lrenfro@roguecc.edu</a> 541-956-7116	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
23	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roguecc.edu">vunderwood@roguecc.edu</a> 541-245-7504	N	0
24	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roguecc.edu">dodonnell@roguecc.edu</a> 541-245-7504	N	0
25	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roguecc.edu">jrichardson@roguecc.edu</a> 541-245-7500	N	0
26	<b>Southern Oregon University (SOU): Career Services</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Sharon Fink <a href="mailto:careerservices@sou.edu">careerservices@sou.edu</a> (541) 552-6213	N	0
27	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> ; <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	1
28	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
28	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
31	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0
34	<b>SOU: Marketing Director</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jim Beaver <a href="mailto:beaverj@sou.edu">beaverj@sou.edu</a> (541) 552-6093	N	0
35	<b>SOU: Student Affairs</b> 1250 Siskiyou Blvd, Ashland, OR 97520 Contact: James Klein <a href="mailto:Student_affiars@sou.edu">Student_affiars@sou.edu</a> (541) 552-6221	N	0
36	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
38	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208)855-6020	Y	0
39	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
40	<b>University of Oregon Email - School of Journalism</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="mailto:jupshaw@uoregon.com">jupshaw@uoregon.com</a> (541) 346-3745	N	0
41	<b>Washington State University</b> 1 Northeast Stadium Way, Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509)335-7333	N	0
42	<b>Washington State University</b> 1 Northeast Stadium Way, Pullman, WA 99163 Contact: L. Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509)335-8857	N	0
43	<b>Washington State University</b> 1 Northeast Stadium Way, Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509)335-8835	N	0
44	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
45	<b>Craig's List-Medford, OR</b> <a href="http://medford.craigslist.org/">http://medford.craigslist.org/</a>	N	2
46	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a> ; <a href="http://www.kobi5.com">www.kobi5.com</a>	N	5

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<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 period</b>
47	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	4
48	<b>Oregon Institute of Technology</b> 3201 Campus Dr., Klamath Falls, OR 97601-8801 <a href="http://www.oit.edu/career">www.oit.edu/career</a> Contact: David Westhart <a href="mailto:david.westhart@oit.edu">david.westhart@oit.edu</a> Tel: 541-851-5020 Fax: 541-885-1022	N	0
49	<b>Oregon State University – Web Postings</b> <a href="http://www.oregonstate-csm.symplicity.com/employer">www.oregonstate-csm.symplicity.com/employer</a> Contact: Mike Mays <a href="mailto:Mike.mays@oregonstate.edu">Mike.mays@oregonstate.edu</a> (541) 737-0520	N	0
50	<b>Rogue Community College – Website Posting</b> 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk (541) 956-7500 <a href="http://www.roguecc.edu/employment">www.roguecc.edu/employment</a>	N	0
51	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
52	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
53	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	3
54	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw (541) 346-3745 <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a>	N	1

**KOBI(TV), KOTI(TV), K32DY**  
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<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 period</b>
55	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
56	<b>Non-Employee Referral</b>	N	3
57	<b>Unknown Referral Source</b>	N	0
58	<b>Employee Referral</b>	N	7
59	<b>Washington State University</b> ( <i>CACD</i> ) 180 Lighty Student Services Building, PO Box 641061 Washington State University, Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
60	<b>Walk-In/Self-Referral</b>	N	2
61	<b>YouTube</b> ( <i>active candidate sourcing/self-referral</i> ) <a href="http://www.youtube.com">www.youtube.com</a> 901 Cherry Ave. San Bruno, CA 94066 Fax: (650)253-0001	N	8
62	<b>Internship Program</b> ( <i>see Section III</i> )	N	1
<b>TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD:</b>			<b>38</b>

**KOBI(TV), KOTI(TV), K32DY**  
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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Management-level training regarding equal employment opportunity and preventing discrimination	On September 23, 2015, our HR Director attended a Bureau of Labor and Industries seminar organized by the Oregon Employer Council about advanced leave laws in the State. The event took place at the Smullin Health Education Center in Medford, Oregon. Our HR Director was able to not only learn about the laws but also network with other local employers.
2	Participate in event sponsored by or on behalf of an industry organization regarding careers in broadcasting	On May 15, 2015, our HR Director attended the Women's Leadership Conference in Medford, Oregon. California Oregon Broadcasting, Inc., is one of its sponsors. Our HR Director had an opportunity to hear from and network with exceptional women who are leaders in their professions.
3	Participate in event sponsored by or on behalf of an educational institution regarding careers in broadcasting	On April 28, 2015, our HR Director participated in the 2015 Southern Oregon University Career and Internship Fair held on its campus in Ashland, Oregon, during which she talked with interested students about career opportunities in the broadcasting industry as well as job openings and internships within the SEU.
4	Participate in event sponsored by or on behalf of an educational institution regarding careers in broadcasting	On February 12, 2015, our KOBI News Anchor and Creative Services Director participated in Career Day at Ashland High School, located in Ashland, Oregon, during which they talked about how television stations operate and the opportunities available for a future career in broadcasting. Information about the SEU's internship program was also shared.
5	Participate in event sponsored by or on behalf of an educational institution regarding careers in broadcasting	On January 15, 2015, our HR Director attended a workshop entitled, "Student Internships: Learn How Your Business Can Benefit," presented by Southern Oregon University's ("SOU") Small Business Development Center which took place at the Higher Education Center in Medford, Oregon. This workshop provided information about how to interest a student in an internship, especially an SOU student, what student interns can do for your business, and how to create a "win-win" experience for both parties. It also provided an opportunity to interact with local employers and SOU personnel.

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	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
6	Participate in event sponsored by or on behalf of a community organization regarding careers in broadcasting	On April 21, 2015, our SEU/KOBI hosted a group of approximately 50 people connected with Medford Chamber Leadership, during which various staff members talked with them about career opportunities at a television station as well as how the news and promotions departments operate. They were also treated to a special presentation about how to use social media properly.
7	Participate in event sponsored by or on behalf of an industry organization regarding careers in broadcasting	Between June 23 and 26, 2015, our General Manager and Creative Services Director attended the Promax BDA Station Summit, the largest gathering of the local broadcast marketing community and attended sessions to learn about the latest in location station marketing, social media, and station promotion, as well as an overview of what our NBC network is doing.
8	Internship Program	<p>Our SEU regularly offers an internship program to local students, allowing them to work closely with staff to learn the "behind-the scenes" functioning of a broadcast station. During the programs, our interns shadow SEU staff, participating in news gathering, editing, story writing, camera operating, and on-air broadcasts. They also have the opportunity to seek career advice and ask questions related to jobs in broadcasting. During this reporting period, our SEU hosted four students from the following schools:</p> <ul style="list-style-type: none"> <li>•Phoenix High School, News Dept., Nov.-June 2015;</li> <li>•Harding University, News Dept., May-July 2015;</li> <li>•Southern Oregon University, News Dept., June-Aug. 2015;</li> <li>•Phoenix High School, News Dept., Feb.-June 2015.</li> </ul>
9	Host event sponsored by or on behalf of an educational institution regarding careers in broadcasting (2)	<p>Periodically, our SEU hosts students that express a special interest in the inner-workings of a television station to "shadow" members of our staff.</p> <ul style="list-style-type: none"> <li>► On July 8, 2015, a student from St. Mary's College "shadowed" members for our news department.</li> <li>► On July 22 and 23, 2015, a student from North Medford High School "shadowed" members for our creative services department.</li> </ul>



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**I. VACANCY LIST**

See **Master Recruitment Source List (MRS�)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Live Van Operator	1-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-47, 54, 56	46
Multimedia Journalist	46-48, 53-54, 56-57, 60, 62	60
Digital Content Producer	1-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 52-56, 62, 64	64
Bookkeeper	1-7, 11-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 53-54, 56, 62	46
Bookkeeper	1-7, 11-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 53-54, 56, 62	46
Technical Director	1-7, 9-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 53-54, 56, 62, 64	64
AM Newscast Producer	1-7, 9-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 53-54, 56, 62, 64	64
Newscast Director	46-48, 51-54, 56, 62	62
Multimedia Journalist/Anchor	1-7, 9-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 52-56, 62, 64	64
Multimedia Journalist/Weekend Weather	1-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41, 43-48, 50, 52-56, 62, 66	44
Multimedia Journalist/Producer	1-7, 9, 11-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41-48, 50, 52-56, 59, 62, 65-66	59
Multimedia Journalist	1-13, 15-16, 18, 20-22, 24-27, 29-31, 34-36, 38-39, 41-50, 52-56, 62, 65-66	65
Account Executive	1-11, 13-27, 29-31, 34-36, 38, 41-47, 50-57	57
Multimedia Journalist	1-7, 9, 11-27, 29-31, 34-36, 38-39, 41, 43-45, 48, 53-56, 60, 66	41

<sup>1</sup> This Report was revised in April 2017 to address reporting issues.

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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 period</b>
1	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602)496-9415	N	0
2	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> ; <a href="mailto:bufor@bufor.com">bufor@bufor.com</a> ; <a href="mailto:apulido@bufor.org">apulido@bufor.org</a> (503) 282-7973	Y	0
4	<b>College of the Siskiyous</b> 800 College Avenue, Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375, ext. 5375	Y	0
5	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0
6	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575, ext. 5513	N	0
7	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6 <sup>th</sup> Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0

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<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 period</b>
8	<b>KLSR FOX TV - Bulletin Board</b> ( <i>internal</i> ) 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
9	<b>KOBI-TV – Email</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 Contact: Chelsea Morris <a href="mailto:kobiall@kobi5.com">kobiall@kobi5.com</a> (541) 779-5555	N	1
10	<b>KOTI-NBC2 - Bulletin Board &amp; Email</b> ( <i>internal</i> ) 222 S. 7 <sup>th</sup> Street, Klamath Falls, OR 97601 Contact: Brette Bliss <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
11	<b>Medialine</b> 1209 Wood Valley Rd., Augusta, GA 30909 Contact: Rich Everitt <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> 706-364-7564	Y	0
12	<b>National Lesbian &amp; Gay Journalists Assoc.</b> 1420 K St., NW, Suite 910, Washington, DC 20005 Brian Salkin, Executive Assistant <a href="mailto:info@nlgja.org">info@nlgja.org</a> 202-588-9888, ext. 10	N	0
13	<b>Oregon Association of Broadcasters</b> ( <i>OAB</i> ) 7150 S.W. Hampton St., Suite 240 Portland, OR 97223 Contact: Shannon Johnson <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
14	<b>Oregon State University – Academic Advisor</b> Katrina Machorro 2150 SW Jefferson Way, Corvallis, OR 97331 <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> 541-737-6709	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
15	<b>Oregon State University – Journalism Coordinator</b> 1500 SW Jefferson St., Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> 541-737-3383	N	0
16	<b>Oregon State University</b> 1500 SW Jefferson St., Corvallis, OR 97331 Contact: Kamela Hammersmith <a href="mailto:Kami.hammersmith@oregonstate.edu">Kami.hammersmith@oregonstate.edu</a> 541-737-0534	N	0
17	<b>Rogue Community College – Email</b> 227 E. Ninth Street, Medford, OR 97501 Contact: Dyanne Martin <a href="mailto:sesstudentRVC@roguecc.edu">sesstudentRVC@roguecc.edu</a> (541) 245-7734	N	0
18	<b>Rogue Community College – Computer Science/Graphic Designer Instructor</b> 114 S. Bartlett St., Medford, OR 97501 Contact: Leslie Wilson <a href="mailto:lwilson@roguecc.edu">lwilson@roguecc.edu</a> 541-956-7500	N	0
19	<b>Rogue Community College – Adult Basic Skills and Career Training Director</b> 114 S. Bartlett St., Medford, OR 97501 Contact: Julie Rossi <a href="mailto:jrossi@roguecc.edu">jrossi@roguecc.edu</a> 541-245-7615	N	0
20	<b>Rogue Community College – Humanities and Communications Chair</b> 114 S. Bartlett St., Medford, OR 97501 Contact: Verne Underwood <a href="mailto:VUnderwood@roguecc.edu">VUnderwood@roguecc.edu</a> 541-245-7569	N	0
21	<b>Rogue Community College – Communications and Theater Coordinator</b> 114 S. Bartlett St., Medford, OR 97501 Contact: Dr. Doran O'Donnell <a href="mailto:DODonnell@roguecc.edu">DODonnell@roguecc.edu</a> 541-956-7165	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
22	<b>Rogue Community College – Training Services Coordinator</b> 114 S. Bartlett St., Medford, OR 97501 Contact: Janice Richardson <a href="mailto:JRichardson@roguecc.edu">JRichardson@roguecc.edu</a> 541-956-7500	N	0
23	<b>Southern Oregon University: Career Services</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Sharon Fink <a href="mailto:careerservices@sou.edu">careerservices@sou.edu</a> (541) 552-6213	N	0
24	<b>Southern Oregon University: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Howard Schreiber/Joe Brett/Brandon Givens <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> / <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> <a href="mailto:brett@sou.edu">brett@sou.edu</a> / <a href="mailto:bgivensb@sou.edu">bgivensb@sou.edu</a> (541) 552-6395	N	0
25	<b>Southern Oregon University: Student Emp. Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
26	<b>Southern Oregon University: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
27	<b>Southern Oregon University: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
28	<b>Southern Oregon University: Theatre and Music Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: David Humphrey <a href="mailto:humphreyd@sou.edu">humphreyd@sou.edu</a> (541) 552-6522	N	0

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<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 period</b>
29	<b>Southern Oregon University: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
30	<b>Southern Oregon University: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
31	<b>Southern Oregon University: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0
32	<b>Southern Oregon University: Marketing Director</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jim Beaver <a href="mailto:beaverj@sou.edu">beaverj@sou.edu</a> (541) 552-6093	N	0
33	<b>Southern Oregon University: Student Affairs</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: James Klein <a href="mailto:Student_affiars@sou.edu">Student_affiars@sou.edu</a> (541) 552-6221	N	0
34	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Linda Lochard/Jim Fong <a href="mailto:lindal@jobcouncil.org">lindal@jobcouncil.org</a> / <a href="mailto:jimf@jobcouncil.org">jimf@jobcouncil.org</a> (541) 842-2570	N	0
35	<b>University of Idaho, Moscow (News only)</b> School of Journalism and Mass Media Shoup Hall Moscow, ID 83844 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208)855-6020	Y	0

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<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 period</b>
36	<b>University of Nebraska, Lincoln – College of Journalism &amp; Mass Communications</b> 147 Andersen Hall, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> 402-472-3047	N	0
37	<b>University of Nebraska, Lincoln – College of Journalism &amp; Mass Communications</b> 147 Andersen Hall, Lincoln, NE 68588 Contact: Rick Alloway <a href="mailto:Ralloway1@unl.edu">Ralloway1@unl.edu</a> 402-472-6856	N	0
38	<b>University of Oregon – Career Services</b> 1585 E 13 <sup>th</sup> Ave., Eugene, OR 97403 Contact: Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
39	<b>University of Oregon Email - School of Journalism</b> 1585 E 13 <sup>th</sup> Ave., Eugene, OR 97403 Contact: Jim Upshaw <a href="mailto:jupshaw@uoregon.com">jupshaw@uoregon.com</a> (541) 346-3745	N	0
40	<b>University of Oregon – Career and Academic Advisor</b> 1585 E 13 <sup>th</sup> Ave., Eugene, OR 97403 Contact: Julia Morrill <a href="mailto:jmorrill@uoregon.edu">jmorrill@uoregon.edu</a> 541-346-8709	N	0
41	<b>University of Southern California – Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> (213) 740-6045	N	2
42	<b>Washington State University – Edward R. Murrow College of Communication</b> PO Box 642520, Pullman, WA 99164 Contact: Laura Dubowski <a href="mailto:Laura.dubowski@wsu.edu">Laura.dubowski@wsu.edu</a> 509-335-4839	N	0

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<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 period</b>
43	<b>Washington State University – Edward R. Murrow College of Communication</b> PO Box 642520, Pullman, WA 99164 Contact: Lucrezia Cuen Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> 509-335-8857	N	0
44	<b>Washington State University (CACD)</b> Edward R. Murrow College of Communication PO Box 642520 Pullman, WA 99164 Contact: Marvin Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a>	N	2
45	<b>Willamette University Career Center</b> 900 State Street, Salem OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
46	<b>Craig's List Medford, OR</b> <a href="http://medford.craigslislist.org/">http://medford.craigslislist.org/</a>	N	9
47	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a> ; <a href="http://www.kobi5.com">www.kobi5.com</a>	N	1
48	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem OR, 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
49	<b>Oregon Institute of Technology</b> 3201 Campus Dr., Klamath Falls, OR 97601-8801 <a href="http://www.oit.edu/career">http://www.oit.edu/career</a> Contact: David Westhart <a href="mailto:david.westhart@oit.edu">david.westhart@oit.edu</a> Tel: 541-851-5020, Fax: 541-885-1022	N	0



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50	<b>Oregon State University - Internship Coordinator and Placement Supervisor for New Media Communications Department</b> <a href="http://www.Oregonstate-csm.symplicity.com/employer">www.Oregonstate-csm.symplicity.com/employer</a> Contact: Jeff Hale <a href="mailto:jhale@oregonstate.edu">jhale@oregonstate.edu</a> (541)737-1942	N	0
51	<b>Rogue Community College – Website Posting</b> 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk, (541) 956-7500 <a href="http://www.roguecc.edu/employment">www.roguecc.edu/employment</a>	N	0
52	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> <a href="mailto:careerservices@sou.edu">careerservices@sou.edu</a> (541)552-6213	N	0
53	<b>Career Page (national job bank for broadcasters)</b> <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
54	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	3
55	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw (541) 346-3745 <a href="http://www.Uocareer.uoregon.edu">www.Uocareer.uoregon.edu</a>	N	0
56	<b>KOBI-TV - Bulletin Board (internal)</b> 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
57	<b>Non-Employee Referral</b>	N	3
58	<b>Unknown Referral Source</b>	N	0
59	<b>Employee Referral</b>	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
60	<b>YouTube</b> ( <i>active candidate sourcing/self-referral</i> ) <a href="http://www.youtube.com">www.youtube.com</a> 901 Cherry Ave., San Bruno, CA 94066 Fax: 650-253-0001	N	3
61	<b>Walk-In/Self-Referral</b>	N	0
62	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a> 6433 Champion Grandview Way, Bldg.1, Austin, TX 78750 800-475-4361	N	4
63	<b>Filmagon</b> <a href="http://www.filmagon.com">www.filmagon.com</a>	N	0
64	<b>Internal Transfer/Promotion</b>	N	4
65	<b>Newsblues.com</b> ( <i>not directly contacted by SEU</i> )	N	2
66	<b>Washington State University (CACD)</b> 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
<b>TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD:</b>			36

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On October 21, 2015, our HR Director attended the 10th annual Women Living Leadership ("WILL") Luncheon sponsored by the United Way of Jackson County which took place at the Inn at the Commons in Medford, Oregon. Our HR Director had an opportunity to hear from and network with exceptional women who are leaders in their professions.
<b>2</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On February 23, 2016, our HR Director attended a Bureau of Labor and Industries seminar sponsored by the Jackson County Oregon Employer Council regarding workplace harassment and discrimination which provided an overview of federal and state civil rights laws. Our HR Director was able to not only learn about the laws but also interact with other local employers.
<b>3</b>	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On April 21, 2016, our SEU/KOBI hosted a group of 12 students from Southern Oregon University for a tour of our facilities. Our HR Director conducted the tour, during which the students learned how television stations operate and the opportunities available for a future career in broadcasting. Information about the SEU's internship program was also shared.
<b>4</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On May 17, 2016, our HR Director attended a seminar entitled, "Employee Terminations - They Don't Have to Be Scary," sponsored by the Oregon Employer Council. This event took place at the Oregon Employment Department in Medford, Oregon.
<b>5</b>	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On June 10, 2016, one of KOBI's News Anchor as well as its Creative Services Director participated in career day at Eagle Point Middle School, located in Eagle Point, Oregon. They talked with the students about how television stations operate and the opportunities available for a future career in broadcasting after which they conducted live reporting demonstrations featuring students as reporters.
<b>6</b>	Training program designed to help employees gain skills to advance to higher level positions	Between June 21-23, 2016, our General Manager and Creative Services Director attended the Promax BDA Station Summit, the largest gathering of the local broadcast marketing community and attended sessions to learn about social media innovations, maximizing viewership, and demographic changes in multi-media platform users.

**KOBI(TV), KOTI(TV), K32DY**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015-September 30, 2016**

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
7	Internship Program	<p>Our SEU regularly offers an internship program to local students, allowing them to work closely with staff to learn the "behind-the-scenes" functioning of a broadcast station. During the programs, our interns shadow SEU staff, participating in news gathering, editing, story writing, camera operating, and on-air broadcasts. They also have the opportunity to seek career advice and ask questions related to jobs in broadcasting. During this reporting period, our SEU hosted three students from the following schools:</p> <ul style="list-style-type: none"><li>•South Medford High School, News Dept., Oct.–Dec 2015;</li><li>•Southern Oregon University, News Dept., Feb.–June 2016;</li><li>•Ashland High School, News Dept., June–Aug. 2016.</li></ul>

## **TAB B**

**KOBI(TV), KOTI(TV), K32DY**  
**VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Human Resources Director	<b>Date Filled:</b> 09/14/2015
<b>Recruitment Source ("RS") Referring Hiree:</b> Craig's List	<b>Total Number of Interviewees:</b> 6

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobi11@kobi5.com">kobi11@kobi5.com</a> (541) 779-5555	N	0
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7th Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roguecc.edu">lwilson@roguecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roguecc.edu">lrydell@roguecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roguecc.edu">lrenfro@roguecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roguecc.edu">vunderwood@roguecc.edu</a> 541-245-7504	N	0



RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roquecc.edu">dodonnell@roquecc.edu</a> 541-245-7504	N	0
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roquecc.edu">jrichardson@roquecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509) 335-8857	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
45.	<b>Craig's List-Medford, OR</b> <a href="http://medford.craigslist.org/">http://medford.craigslist.org/</a>	N	1
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	1
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
48.	<b>Oregon Institute of Technology</b> 3201 Campus Dr., Klamath Falls, OR 97601-8801 <a href="http://www.oit.edu/career">www.oit.edu/career</a> Contact: David Westhart <a href="mailto:david.westhart@oit.edu">david.westhart@oit.edu</a> Tel: 541-851-5020 Fax: 541-885-1022	N	0
49.	<b>Oregon State University – Web Postings</b> <a href="http://www.oregonstate-csm.symplicity.com/employer">www.oregonstate-csm.symplicity.com/employer</a> Contact: Mike Mays <a href="mailto:Mike.mays@oregonstate.edu">Mike.mays@oregonstate.edu</a> (541) 737-0520	N	0
50.	<b>Rogue Community College – Website Posting</b> 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk <a href="http://www.roguecc.edu/employment">www.roguecc.edu/employment</a> (541) 956-7500	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
52.	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	0
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	<b>Employee Referral</b>	N	4
59.	<b>Washington State University (CACD)</b> 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
<b>Total Interviewees</b>			6

## King, Dawn

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**From:** Kelly Sprunger <ksprunger@kobi5.com>  
**Sent:** Tuesday, May 19, 2015 2:19 PM  
**To:** Ann Brown; Arizona State University - Mark Lodato; Bates Technical College - Ken Witkoe; Bates Technical College - Roland Robinson; Bill Moll; 'Black United Fund of Oregon - Adrienne Livingston'; College of Journalism & Mass Communications - Barney McCoy; College of the Siskiyous; Confederated Tribes of Warm Springs; Cow Creek Band Umpqua Tribes of Indians; Klamath Community College; KLSR - Mark Metzger; Medialine (news, productions & promotions jobs); Oregon Association of Broadcasters; OSU Academic Advisor - Katrina Machorro; OSU Associate Director - Kami Hammerschmith; OSU Broadcast Coordinator - Bill Gross; OSU Journalism Advisor - Steven Sandberg; OSU Professional Development - Jeffrey Hale; Portland State University - Sonia Agarrado; RCC Adult Basic Skills & Career Training Dir. - Laurie Rydell; RCC Communications/Theater Coordinator - Doran O'Donell; RCC Computer Science/Graphic Design - Leslie Wilson; RCC Humanities/Communications Chair - Verne Underwood; RCC Training Services Coordinator - Jan Richardson; RCC Workforce & College Prep Dean - Linda Renfro; Rogue Community College; SOU; SOU - Brett; SOU Art Department; SOU Emerging Medical Center; SOU English Department; SOU Journalism Department - Eric Palmer; SOU Rogue Valley TV; SOU Communications Department; SOU Student Employment Office - Max Brooks; The Job Council - Amanda Browner; University of Idaho, Moscow; University of Oregon (career service coordinator); USC Annenberg Student & Career Services - Suzanne; Washington State University - M. Marcelo; Washington State University - Lisa Laughter; Washington State University - Lucrezia Paxon; Willamette University - Connie Ralph  
**Subject:** Job Opening KOB-TV/NBC5 - Human Resources Director

Hello friends of KOB-TV/NBC5!

Please help us find the best candidate for this position by posting it on your social media sites.

Thank you!

<http://bit.ly/1ROQ16Y>

California Oregon Broadcasting Inc. in Medford, OR is looking for a Human Resources Director to work with a staff of 100 in four television stations and our cable TV operation.

Responsibilities include: administration of EEO program, recruitment, interviewing, staff orientation, staff and management education, involvement in the evaluation process, resolution of personnel issues, researching policy changes and handbook maintenance.

Requirements include: formal training and experience in Human Resources Management or equivalent; solid listening skills; a commitment to the well-being of staff and company; a confidential nature; good written and verbal communications skills; common sense and a sense of humor.

Must be willing to travel using a company provided vehicle. Pre-employment drug testing and an acceptable 3 year DMV driving are required. We are an Equal Opportunity Employer.

Please send resume to [abrown@kobi5.com](mailto:abrown@kobi5.com) or to Human Resources Director, California Oregon Broadcasting Inc., 125 South Fir, Medford, OR 97501. We are an Equal Opportunity Employer.



Kelly Sprunger

Administrative Assistant

KOBI-TV/NBC5 KOTI-TV/NBC 2

Phone: 541-779-5555 Fax: 541-779-5564

Tools

**My Company Information**

**Create New Listing**

**Edit Job Listing**

Recruitment Options

Job Information

Job Classification

License Selection

Job Requirements

Driver License

Language Skills

Compensation

Work Site Location

Contact Selection

Contact Details

**Manage Listings**

View

Edit

Copy

Delete

Change Status

**Human Resources Director (ID 1379776)****Recruitment Options**

Basic Customized Business Services

Referrals Requested: no limit

**Job Information**

California Oregon Broadcasting Inc. in Medford, OR is looking for a Human Resources Director to work with a staff of 100 in four television stations and our cable TV operation.

Responsibilities include: administration of EEO program, recruitment, interviewing, staff orientation, staff and management education, involvement in the evaluation process, resolution of personnel issues, researching policy changes and handbook maintenance.

Requirements include: formal training and experience in Human Resources Management or equivalent; solid listening skills; a commitment to the well-being of staff and company; a confidential nature; good written and verbal communications skills; common sense and a sense of humor.

Must be willing to travel using a company provided vehicle. Pre-employment drug testing and an acceptable 3 year DMV driving are required. We are an Equal Opportunity Employer.

Please send resume to abrown@kobi5.com or to Human Resources Director, California Oregon Broadcasting Inc., 125 South Fir, Medford, OR 97501. We are an Equal Opportunity Employer.

Number of Openings: 1

Hours per Week: 40 This position is: Full Time

Will this job have a duration of six months or more? Yes

Shifts Available: 1st (Days)

**Contact**

Contact Name: Ann Brown (HR Director)

Apply by mail to:

KOBI-TV NBC 5  
125 S FIR ST  
MEDFORD, OR 97501-3115

Email: abrown@kobi5.com

Contact Website: www.kobi5.com

**Job Classification**

Job Classification: Human Resources Managers

Experience Required: At least 3 years

**Licenses/Certifications**

None Selected

**Job Requirements**

Minimum Level of Education: Vocational Certification/Degree

Minimum Age: 18

Gender: No Gender requirement.

Employer will perform:

a drug test a DMV records check

**DMV Information**

Required Driver License:

Personal (Class C)

Preferred Driver License:

Personal (Class C)

Justification for Requiring Driver License:

Use of company vehicles

**Compensation & Benefits**

Maximum Wage/Salary Offered (used in match): \$20.00 per Hour

Displayed to Job Seekers as: 11.00 to 20.00 \$ per Hour, Depending On Experience,  
Negotiable, Depending on Qualifications

Minimum Wage Certified: Yes

Federal contracts of at least \$100,000 for products and services: No

Medical - Yes

Education Reimbursement/Incentive - No

Dependent Care - No

Dental - No

Retirement Plan - Yes

Long Term Disability - No

Life Insurance - No

Deferred Compensation - No

Short Term Disability - No

Vision - No

Travel Expenses - Yes

Paid Vacation - Yes

Sick Pay - Yes

Work Share - No

Profit Sharing - No

**Work Site**

California Oregon Broadcasting  
125 South Fir  
Medford, OR 97501

Directions:

X

Match Area: Medford

**Recruitment Results Information**

Staff Referrals: 0

Employer Self-Referrals (when you viewed a Job Seeker's contact information): 0

**KOBI(TV), KOTI(TV), K32DY**  
**VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Anchor/Multimedia Journalist	<b>Date Filled:</b> 09/07/2015
<b>Recruitment Source ("RS") Referring Hiree:</b> YouTube	<b>Total Number of Interviewees:</b> 5

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0



RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
13.	<b>National Lesbian &amp; Gay Journalists Assoc.</b> 1420 K St NW Suite 910, Washington, DC 20005 Brian Salkin, Executive Assistant <a href="mailto:info@nlga.org">info@nlga.org</a> 202-588-9888 ext. 10	N	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roguecc.edu">lwilson@roguecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roguecc.edu">lrydell@roguecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roguecc.edu">lrenfro@roguecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roguecc.edu">vunderwood@roguecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roguecc.edu">dodonnell@roguecc.edu</a> 541-245-7504	N	0
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roguecc.edu">jrichardson@roguecc.edu</a> 541-245-7500	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 8344 Contact: Glenn Mosley <a href="mailto:gmoseley@uidaho.edu">gmoseley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	1
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
50.	<b>Rogue Community College – Website Posting</b> 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk <a href="http://www.roguecc.edu/employment">www.roguecc.edu/employment</a> (541) 956-7500	N	0
52.	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	0
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
59.	<b>Washington State University (CACD)</b> 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
61.	<b>YouTube</b> ( <i>active candidate sourcing/self-referral</i> ) <a href="http://www.youtube.com">www.youtube.com</a> 901 Cherry Ave. San Bruno, CA 94066 Fax: (650)253-0001	N	4
<b>Total Interviewees</b>			<b>5</b>

## King, Dawn

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**From:** Kelly Sprunger <ksprunger@kobi5.com>  
**Sent:** Thursday, June 11, 2015 1:22 PM  
**To:** Ann Brown; Arizona State University - Mark Lodato; Bates Technical College - Ken Witkoe; Bates Technical College - Roland Robinson; Bill Moll; 'Black United Fund of Oregon - Adrienne Livingston'; College of Journalism & Mass Communications - Barney McCoy; College of the Siskiyous; Confederated Tribes of Warm Springs; Cow Creek Band Umpqua Tribes of Indians; Klamath Community College; KLSR - Mark Metzger; Medialine (news, productions & promotions jobs); Oregon Association of Broadcasters; OSU Academic Advisor - Katrina Machorro; OSU Associate Director - Kami Hammerschmith; OSU Broadcast Coordinator - Bill Gross; OSU Journalism Advisor - Steven Sandberg; OSU Professional Development - Jeffrey Hale; Portland State University - Sonia Agarrado; RCC Adult Basic Skills & Career Training Dir. - Laurie Rydell; RCC Communications/Theater Coordinator - Doran O'Donell; RCC Computer Science/Graphic Design - Leslie Wilson; RCC Humanities/Communications Chair - Verne Underwood; RCC Training Services Coordinator - Jan Richardson; RCC Workforce & College Prep Dean - Linda Renfro; Rogue Community College; SOU; SOU - Brett; SOU Art Department; SOU Emerging Medical Center; SOU English Department; SOU Journalism Department - Eric Palmer; SOU Rogue Valley TV; SOU Communications Department; SOU Student Employment Office - Max Brooks; The Job Council - Amanda Brower; University of Idaho, Moscow; University of Oregon (career service coordinator); USC Annenberg Student & Career Services - Suzanne; Washington State University - M. Marcelo; Washington State University - Lisa Laughter; Washington State University - Lucrezia Paxon; Willamette University - Connie Ralph  
**Subject:** Job Opening - KOB-TV/NBC5 - TV Anchor / Multimedia Journalist

Hello friends of KOB-TV! Please post this to your media sites to find the best candidate for this position.

TV Anchor / Multimedia Journalist

<http://bit.ly/1Fbq6Rp>

KOB-TV NBC5 in Medford, OR is looking for a talented Anchor/Multimedia Journalist to report and anchor for our 5pm and 6pm newscasts. Join our cohesive, progressive news team if you have solid anchoring experience, a journalism degree, and experience reporting and enterprising stories. A good candidate will have a strong background in reporting, shooting, and editing. Proficiency with a newsroom computer system and social media experience are required. A good driving record and drug screening are pre-employment requirements. Our benefit package includes a 401k retirement plan; paid sick leave, paid vacations and paid holidays. The company pays the majority of the health care premium. Medford is located in the beautiful Rogue River valley of southern Oregon where people come to vacation, take wine tours, see plays of an international caliber and enjoy the great outdoors.

Please send a cover letter, resume and link to your reel to [csnullin@kobi5.com](mailto:csnullin@kobi5.com) or to the physical address below.

Craig Smullin, News Director  
KOB-TV NBC5/KOTI-TV NBC2  
125 south Fir Street  
Medford, OR 97501

Thank you!



Kelly Sprunger

Administrative Assistant

KOBI-TV/NBC5 KOTI-TV/NBC 2

Phone: 541-779-5555 Fax: 541-779-5564

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## Viewing Job: 26629/TV Anchor / Multimedia Journalist

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### Position Information

Please review the information contained in this job posting. Click on the [Edit] link for each section to make any changes.

Click the [View Activity] link above to view all activity for this job posting.

Click the [Close Job] link above to close this job.

**\*Position ID:** 26629

**\*Position Title:** TV Anchor / Multimedia Journalist

**Organization Name:** KOB-TV

**\*Number of Openings:** 1

**Work Schedule:**

**\*Hours per Week:** 35+

**\*Compensation:** DOE

**\*Per:** Hourly

**\*Employment Start Date:** TBA

**Employment End Date:** Ongoing

**\*Position Description:** KOB-TV NBC5 in Medford, OR is looking for a talented Anchor/Multimedia Journalist to report : anchor for our 5pm and 6pm newscasts. Join our cohesive, progressive news team if you have anchoring experience, a journalism degree, and experience reporting and enterprising stories.

**\*Qualifications:** A good candidate will have a strong background in reporting, shooting, and editing. Proficiency newsroom computer system and social media experience are required. A good driving record at screening are pre-employment requirements. Our benefit package includes a 401k retirement plan, sick leave, paid vacations and paid holidays. The company pays the majority of the health care premium. Medford is located in the beautiful Rogue River valley of southern Oregon where people can enjoy the great outdoors, take wine tours, see plays of an international caliber and enjoy the great outdoors.

**\*How to Apply:** Please send a cover letter, resume and link to your reel to csmullin@kobi5.com or to the physical address below.

Craig Smullin, News Director  
KOB-TV NBC5/KOB-TV NBC2  
125 South Fir Street  
Medford, OR 97501

EOE

**Online Application Address:**

### Contact Information

**\*First Name:** Craig

**Middle Initial:**

**\*Last Name:** Smullin

**\*Address Line 1:** 125 South Fir Street PO Box 1489

**Address Line 2:**

**\*City:** Medford

**\*State:** OR

**\*Zip:** 97501

**Country:**

**\*Phone:** 541-779-5555

**Fax:** 541-779-5564

**\*Email:** csmullin@kobi5.com

**Website:** ? :



**KOBI(TV), KOTI(TV), K32DY**  
**VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Producer/Anchor	<b>Date Filled:</b> 07/03/2015
<b>Recruitment Source ("RS") Referring Hiree:</b> Walk-In/Self-Referral	<b>Total Number of Interviewees:</b> 1

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobiall@kobi5.com">kobiall@kobi5.com</a> (541) 779-5555	N	0
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7 <sup>th</sup> Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roguecc.edu">lwilson@roguecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roguecc.edu">lrydell@roguecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roguecc.edu">lrenfro@roguecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roguecc.edu">vunderwood@roguecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roguecc.edu">dodonnell@roguecc.edu</a> 541-245-7504	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roquecc.edu">jrichardson@roquecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 8344 Contact: Glenn Mosley <a href="mailto:gmoseley@uidaho.edu">gmoseley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	0
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
49.	<b>Oregon State University – Web Postings</b> <a href="http://www.oregonstate-csm.symplicity.com/employer">www.oregonstate-csm.symplicity.com/employer</a> Contact: Mike Mays <a href="mailto:Mike.mays@oregonstate.edu">Mike.mays@oregonstate.edu</a> (541) 737-0520	N	0
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
52.	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	0
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
59.	<b>Washington State University (CACD)</b> 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
60.	<b>Walk-In/Self-Referral</b>	N	1
<b>Total Interviewees</b>			1

## Kelly Sprunger

---

**From:** Kelly Sprunger <ksprunger@kobi5.com>  
**Sent:** April 08, 2015 10:08 AM  
**To:** Ann Brown; Arizona State University - Mark Lodato; 'Bates Technical College - Cheri Loiland'; Bill Moll; 'Black United Fund of Oregon - Adrienne Livingston'; College of Journalism & Mass Communications - Barney McCoy; College of the Siskiyous; Confederate  
**Subject:** Job Opening KOB-TV/NBC5 - News Anchor / Producer

### News Anchor/Producer

KOB-TV NBC5 is looking for an enthusiastic, experienced news professional to anchor a weekday evening newscast and produce the 5pm and 6pm newscasts. The ideal candidate has at least two years of anchoring experience (or equivalent) loves breaking news, is proficient with social media and is flexible right up to and through the newscast. Writing and storytelling must be a passion as well as creating an artful newscast with high pace and volume.

Duties and responsibilities include, but are not limited to re-writing wire stories, researching and writing original reports, and working well with anchors, reporters and directors. A good driving record and drug screening are pre-employment requirements. Our benefit package includes sick leave, paid vacation, holidays, 401k and assistance with health insurance policy premium, if desired.

Send resume and an example of your work to: [csnullin@kobi5.com](mailto:csnullin@kobi5.com). KOB TV is located in the beautiful Rogue Valley of Southern Oregon and is located in Medford. We are an Equal Opportunity Employer.

Thank you!



Kelly Sprunger  
Administrative Assistant  
KOB-TV/NBC5 KOTI-TV/NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564



### Statement Concerning Recruitment Source Use

On behalf of California Oregon Broadcasting, Inc. ("COBI"), licensee of KOB(TV), Medford, Oregon (FIN 8260) and its commonly owned stations KOTI(TV), Klamath Falls, Oregon (FIN 8284), and K32DY, Medford, Oregon (FIN 8309) (the "SEU"), the undersigned confirms that the following recruitment sources were used<sup>1</sup> for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

<b>Recruitment Sources Used<sup>2</sup></b>
Arizona State University
Bates Technical College
Black United Fund of Oregon
College of Journalism and Mass Communication
College of Siskiyous
Confederated Tribes of Warm Springs
Cow Creek Band Umpqua Tribe of Indians
Klamath Community College
KLSR FOX TV – Bulletin Board
KOBI-TV – Email (internal)
KOTI-NBC2 – Bulletin Board & Email (internal)
Medialine
Oregon Association of Broadcasters
Oregon State University("OSU"); Broadcast Coordinator
OSU: Academic Advisor for News Media
OSU: Journalism Advisor
OSU: Associate Director
Rogue Community College ("RCC") Computer Science/Graphic Design Instructor
RCC: Adult Basic Skills and Career Training Director
RCC: Workforce and College Prep Dean
RCC: Humanities and Communications Chair
RCC: Communications and Theater Coordinator
RCC: Training Services Coordinator
Southern Oregon University ("SOU") Rogue Valley TV
SOU: Student Employment Office

<sup>1</sup> In some instances, not all recruitment sources are displayed as the SEU's email contact group was truncated when captured.

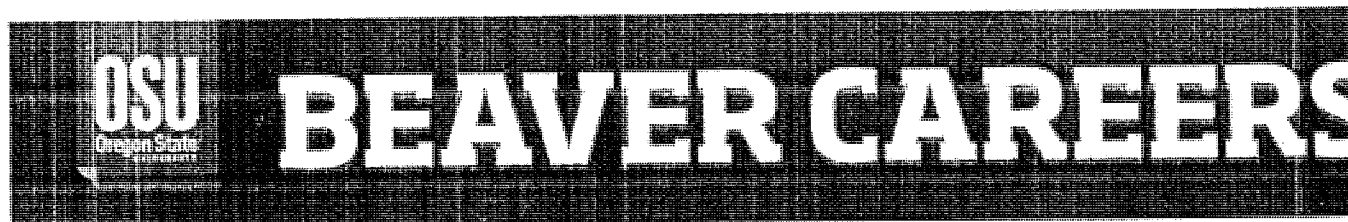
<sup>2</sup> Complete recruitment source contact information appears on the SEU's EEO Public Report.

<b>Recruitment Sources Used<sup>2</sup></b>
SOU: Journalism
SOU: Emerging Media Center
SOU: Communications Department
SOU: Art Department
SOU: English Department
The Job Council
USC Annenberg Student & Career Services
University of Idaho, Moscow (news only)
University of Oregon – Career Services
Washington State University / Lisa Laughter
Washington State University / L. Paxson
Washington State University / M. Marcelo
Willamette University Career Center



Ann Brown  
Former Human Resources Director

Date: April 24, 2017

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Please review the information contained in this job posting. Click on the [Edit] link for each section to make any changes.

Click the [View Activity] link above to view all activity for this job posting.

Click the [Close Job] link above to close this job.

**\*Job ID:** 5594**\*Position Title:** News Anchor / Producer**Organization Name:** KOB1-TV/NBC5 KOTI-TV/NBC2**\*Number of Openings:** 1**Work Schedule:****Hours per Week:** 35+**\*Compensation:** DOE**\*Are there any fees or costs associated with this position?** ☐ No**If yes, Applicant Fee or Cost****Disclosure** ☐**Employment Start Date:****Employment End Date:**

**\*Position Description:** KOB1-TV NBC5 is looking for an enthusiastic, experienced news professional to anchor a weekday evening newscast and produce the 5pm and 6pm newscasts. The ideal candidate has at least two years of anchoring experience (or equivalent) loves breaking news, is proficient with social media and is flexible right up to and through the newscast. Writing and storytelling must be a passion as well as creating an artful newscast with high pace and volume. Duties and responsibilities include, but are not limited to re-writing wire stories, researching and writing original reports, and working well with anchors, reporters and directors. A good driving record and drug screening are pre-employment requirements. Our benefit package includes sick leave, paid vacation, holidays, 401k and assistance with health insurance policy premium, if desired.

**Qualifications:**

**\*How to Apply:** Send resume and an example of your work to: csmullin@kobi5.com. KOB1 TV is located in the beautiful Rogue Valley of Southern Oregon and is located in Medford. We are an Equal Opportunity Employer.

**Online Application Address:****Contact Information**[\[Edit\]](#)**\*First Name:** Craig**Middle Initial:****\*Last Name:** Smullin**\*Address Line 1:** 125 South Fir Street**Address Line 2:** PO Box 1489**\*City:** Medford**\*State:** OR**\*Zip:** 97501**Country:****\*Phone:** 541-779-5555**Fax:** 541-779-5564**\*Email :** csmullin@kobi5.com**Website :**

**KOBI(TV), KOTI(TV), K32DY  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Videographer/Editor	<b>Date Filled:</b> 06/15/2015
<b>Recruitment Source ("RS") Referring Hiree:</b> Internship Program	<b>Total Number of Interviewees:</b> 2

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobiall@kobi5.com">kobiall@kobi5.com</a> (541) 779-5555	N	0
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7th Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roquecc.edu">lwilson@roquecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roquecc.edu">lrydell@roquecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roquecc.edu">lrenfro@roquecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roquecc.edu">vunderwood@roquecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roquecc.edu">dodonnell@roquecc.edu</a> 541-245-7504	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roguecc.edu">jrichardson@roguecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	1
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxon <a href="mailto:Lc.paxon@wsu.edu">Lc.paxon@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0



RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	0
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
49.	<b>Oregon State University – Web Postings</b> <a href="http://www.oegonstate-csm.symplicity.com/employer">www.oegonstate-csm.symplicity.com/employer</a> Contact: Mike Mays <a href="mailto:Mike.mays@oregonstate.edu">Mike.mays@oregonstate.edu</a> (541) 737-0520	N	0
50.	<b>Rogue Community College – Website Posting</b> 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk <a href="http://www.roguecc.edu/employment">www.roguecc.edu/employment</a> (541) 956-7500	N	0
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
52.	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	<b>Employee Referral</b>	N	0
59.	<b>Washington State University</b> ( <i>CACD</i> ) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
62.	<b>Internship Program</b>	N	1
<b>Total Interviewees</b>			2

## Kelly Sprunger

---

**From:** Kelly Sprunger <ksprunger@kobi5.com>  
**Sent:** May 18, 2015 12:49 PM  
**To:** Ann Brown; Arizona State University - Mark Lodato; Bates Technical College - Ken Witkoe; Bates Technical College - Roland Robinson; Bill Moll; 'Black United Fund of Oregon - Adrienne Livingston'; College of Journalism & Mass Communications - Barney McCoy;  
**Subject:** Job Opening KOB-TV/NBC5 - Videographer / Editor

Dear Friends of KOB-TV NBC5:

We appreciate your help posting this to your social media sites for the benefits of your friends, students and /or associates. Thank you.

<http://bit.ly/1PRKyGd>

### Videographer/Editor

KOB-TV NBC 5 is looking for a Videographer/Editor to support the morning news team and take responsibility for live news van operation. Hours are 3am-9am weekdays. Applicants with hands-on news production and broadcast equipment operation will be given preference. Experience working with Adobe Premiere editing software, news writing and working under deadline without supervision is helpful. Good driving record and drug testing required. Benefits include earned sick time, holiday pay and vacation pay. Reply to [csmullin@kobi5.com](mailto:csmullin@kobi5.com) or Craig Smullin, KOB-TV NBC5 News, 125 South Fir, Medford, OR 97501, EOE



Kelly Sprunger  
Administrative Assistant  
KOB-TV/NBC5 KOTI-TV/NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564

### Statement Concerning Recruitment Source Use

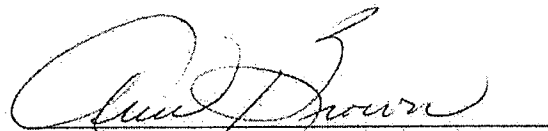
On behalf of California Oregon Broadcasting, Inc. ("COBI"), licensee of KOB(TV), Medford, Oregon (FIN 8260) and its commonly owned stations KOTI(TV), Klamath Falls, Oregon (FIN 8284), and K32DY, Medford, Oregon (FIN 8309) (the "SEU"), the undersigned confirms that the following recruitment sources were used<sup>1</sup> for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

Recruitment Sources Used <sup>2</sup>
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Bates Technical College
Black United Fund of Oregon
College of Journalism and Mass Communication
College of Siskiyous
Confederated Tribes of Warm Springs
Cow Creek Band Umpqua Tribe of Indians
Klamath Community College
KLSR FOX TV – Bulletin Board
KOB(TV) – Email (internal)
KOTI-NBC2 – Bulletin Board & Email (internal)
Medialine
Oregon Association of Broadcasters
Oregon State University("OSU"): Broadcast Coordinator
OSU: Academic Advisor for News Media
OSU: Journalism Advisor
OSU: Associate Director
Rogue Community College ("RCC") Computer Science/Graphic Design Instructor
RCC: Adult Basic Skills and Career Training Director
RCC: Workforce and College Prep Dean
RCC: Humanities and Communications Chair
RCC: Communications and Theater Coordinator
RCC: Training Services Coordinator
Southern Oregon University ("SOU") Rogue Valley TV
SOU: Student Employment Office

<sup>1</sup> In some instances, not all recruitment sources are displayed as the SEU's email contact group was truncated when captured.

<sup>2</sup> Complete recruitment source contact information appears on the SEU's EEO Public Report.

Recruitment Sources Used <sup>2</sup>
SOU: Journalism
SOU: Emerging Media Center
SOU: Communications Department
SOU: Art Department
SOU: English Department
The Job Council
USC Annenberg Student & Career Services
University of Idaho, Moscow (news only)
University of Oregon – Career Services
Washington State University / Lisa Laughter
Washington State University / L. Paxson
Washington State University / M. Marcelo
Willamette University Career Center



Ann Brown  
Former Human Resources Director

Date: April 24, 2017

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## KOBİ-TV NBC 5

### Videographer / Editor

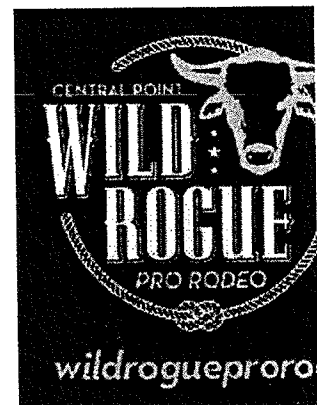
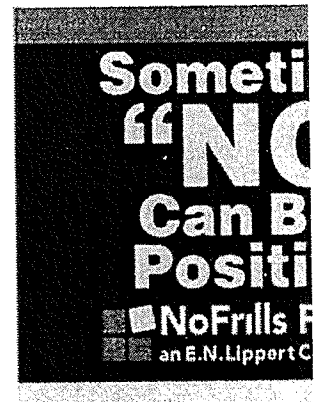
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**Posted On:** Monday, 18 May 2015  
**Closing On:** Wednesday, 18 May 2016  
**Department:** News  
**Shift:** Overnight  
**Location:** Medford, OR

**Job Description:** KOBİ-TV/NBC5 is looking for a Videographer/Editor to support the morning news team and take responsibility for live news van operation. Hours are 3am-9am weekdays. Applicants with hands-on news production and broadcast equipment operation will be given preference. Experience working with Adobe Premiere editing software, news writing and working under deadline without supervision is helpful. Good driving record and drug testing required. Benefits include earned sick time, holiday pay and vacation pay. Reply to [csmullin@kobi5.com](mailto:csmullin@kobi5.com) or Craig Smullin, KOBİ-TV NBC5 News, 125 South Fir, Medford, OR 97501, EOE

Powered by JobGrok





KOB1-TV NBC5 / KOTI-TV NBC2

(541) 779-5555  
comments@kobi5.com  
125 South Fir Street  
Medford, OR 97501

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**KOBI(TV), KOTI(TV), K32DY  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Newscast Producer	<b>Date Filled:</b> 05/25/2015
<b>Recruitment Source ("RS") Referring Hiree:</b> KOBI-TV Website	<b>Total Number of Interviewees:</b> 4

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0



RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobi11@kobi5.com">kobi11@kobi5.com</a> (541) 779-5555	N	1
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7 <sup>th</sup> Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:koti11@koti2.com">koti11@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roguecc.edu">lwilson@roguecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roguecc.edu">lrydell@roguecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roguecc.edu">lrenfro@roguecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roguecc.edu">vunderwood@roguecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roguecc.edu">dodonnell@roguecc.edu</a> 541-245-7504	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roguecc.edu">jrichardson@roguecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow (News only)</b> School of Journalism and Mass Media Shoup Hall Moscow, ID 8344 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	1
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
49.	<b>Oregon State University – Web Postings</b> <a href="http://www.oregonstate-csm.symplicity.com/employer">www.oregonstate-csm.symplicity.com/employer</a> Contact: Mike Mays <a href="mailto:Mike.mays@oregonstate.edu">Mike.mays@oregonstate.edu</a> (541) 737-0520	N	0
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
52.	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	1
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	<b>Employee Referral</b>	N	1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
59.	<b>Washington State University (CACD)</b> 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
<b>Total Interviewees</b>			4

## Kelly Sprunger

---

**From:** Kelly Sprunger <[ksprunger@kobi5.com](mailto:ksprunger@kobi5.com)>  
**Sent:** March 17, 2015 10:16 AM  
**To:** Ann Brown; Arizona State University - Mark Lodato; 'Bates Technical College - Cheri Loiland'; Bill Moll; 'Black United Fund of Oregon - Adrienne Livingston'; College of Journalism & Mass Communications - Barney McCoy; College of the Siskiyous; Confederate  
**Subject:** Job Opening KOB-TV/NBC5 - News Producer

### News Producer

KOB-TV NBC5 in the beautiful Rogue Valley of Southern Oregon is a station with a progressive news operation located in Medford, OR. We are looking for an enthusiastic and experienced producer for the 5pm and 6pm newscasts. The ideal candidate loves breaking news and weather, is proficient with social media and is flexible right up to and through the newscast. Writing and storytelling must be a passion as well as creating an artful newscast with high pace and volume. Duties and responsibilities include, but are not limited to re-writing wire stories, researching and writing original reports, and working well with anchors, reporters and directors. A good driving record and drug screening are pre-employment requirements. Benefit package includes sick leave, paid vacation, holidays, 401k and assistance with health insurance policy premium, if desired.

Send resume and an example of your work to: [csmullin@kobi5.com](mailto:csmullin@kobi5.com). We are an EOE employer.



Kelly Sprunger  
Administrative Assistant  
KOB-TV/NBC5 KOTI-TV/NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564

### Statement Concerning Recruitment Source Use

On behalf of California Oregon Broadcasting, Inc. ("COBI"), licensee of KOB(TV), Medford, Oregon (FIN 8260) and its commonly owned stations KOTI(TV), Klamath Falls, Oregon (FIN 8284), and K32DY, Medford, Oregon (FIN 8309) (the "SEU"), the undersigned confirms that the following recruitment sources were used<sup>1</sup> for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.


<b>Recruitment Sources Used<sup>2</sup></b>
Arizona State University
Bates Technical College
Black United Fund of Oregon
College of Journalism and Mass Communication
College of Siskiyou
Confederated Tribes of Warm Springs
Cow Creek Band Umpqua Tribe of Indians
Klamath Community College
KLSR FOX TV – Bulletin Board
KOB(TV) – Email (internal)
KOTI-NBC2 – Bulletin Board & Email (internal)
Medialine
Oregon Association of Broadcasters
Oregon State University("OSU"): Broadcast Coordinator
OSU: Academic Advisor for News Media
OSU: Journalism Advisor
OSU: Associate Director
Rogue Community College ("RCC") Computer Science/Graphic Design Instructor
RCC: Adult Basic Skills and Career Training Director
RCC: Workforce and College Prep Dean
RCC: Humanities and Communications Chair
RCC: Communications and Theater Coordinator
RCC: Training Services Coordinator
Southern Oregon University ("SOU") Rogue Valley TV
SOU: Student Employment Office

<sup>1</sup> In some instances, not all recruitment sources are displayed as the SEU's email contact group was truncated when captured.

<sup>2</sup> Complete recruitment source contact information appears on the SEU's EEO Public Report.



<b>Recruitment Sources Used<sup>2</sup></b>
SOU: Journalism
SOU: Emerging Media Center
SOU: Communications Department
SOU: Art Department
SOU: English Department
The Job Council
USC Annenberg Student & Career Services
University of Idaho, Moscow (news only)
University of Oregon – Career Services
Washington State University / Lisa Laughter
Washington State University / L. Paxson
Washington State University / M. Marcelo
Willamette University Career Center



Ann Brown  
Former Human Resources Director

Date: April 24, 2017


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[Resource Library](#)
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[Report a Hire](#)
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[Profile View](#) | [Position Information](#) | [Contact Information](#) | [Posting Information](#) | [Document Categories](#)
**Position Information**
[\[Edit\]](#)

Please review the information contained in this job posting. Click on the [Edit] link for each section to make any changes.

Click the [View Activity] link above to view all activity for this job posting.

Click the [Close Job] link above to close this job.

**\*Position ID:** 619

**\*Position Title:** News Producer

**Organization Name:** KOB1 NBC 5

**Number of Openings:**

**Work Schedule:**

**\*Hours per Week:** 35+

**\*Wage/Salary:** DOE

**Employment Start Date:**

**Employment End Date:**

**\*Position Description:** KOB1-TV NBC5 in the beautiful Rogue Valley of Southern Oregon is a station with a progressive news operation located in Medford, OR. We are looking for an enthusiastic and experienced producer for the 5pm and 6pm newscasts.

**\*Qualifications:** The ideal candidate loves breaking news and weather, is proficient with social media and is flexible right up to and through the newscast. Writing and storytelling must be a passion as well as creating an artful newscast with high pace and volume. Duties and responsibilities include, but are not limited to re-writing wire stories, researching and writing original reports, and working well with anchors, reporters and directors. A good driving record and drug screening are pre-employment requirements. Benefit package includes sick leave, paid vacation, holidays, 401k and assistance with health insurance policy premium, if desired.

**How to Apply:** Send resume and an example of your work to: csmullin@kobi5.com. We are an EOE employer.

**Online Application Address:**

**Contact Information**
[\[Edit\]](#)

**\*First Name:** Craig

**Middle Initial:**

**\*Last Name:** Smullin

**\*Address Line 1:** 125 south fir street

**Address Line 2:**

**\*City:** medford

**\*State:** OR

**\*Zip:** 97501

**Country:**

**Phone:** 541-779-5555

**Fax:**

**\*Email :** csmullin@kobi5.com

**Website :**

**Posting Information**
[\[Edit\]](#)

**\*Position Location (City, State):** Medford

**Position Function:**

**\*Position Type:** Full-time Entry Level

Full-time Experienced

**Minimum GPA:**

**U.S. Work Authorization:**

**Graduation Start:**

**Graduation End:**

**Classification:**

**Degrees:**

**Majors :**

**Screen by Minimum GPA:** No

**Screen by U.S. Work Authorization:** No

**Screen by Graduation Range:** No

**Screen by Classification:** No

**Screen by Degrees:** No

**Screen by Majors:** No

**\*Post Date:** 3/17/2015

**\*Expiration Date:** 3/17/2016

**Show My Contact Info:** Yes

**Allow applicants to apply through**

**CareerLink :** Yes

**KOBI(TV), KOTI(TV), K32DY  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Newscast Director	<b>Date Filled:</b> 03/20/2015
<b>Recruitment Source ("RS") Referring Hiree:</b> Employee Referral	<b>Total Number of Interviewees:</b> 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobiall@kobi5.com">kobiall@kobi5.com</a> (541) 779-5555	N	0
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7 <sup>th</sup> Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roquecc.edu">lwilson@roquecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roquecc.edu">lrydell@roquecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roquecc.edu">lrenfro@roquecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roquecc.edu">vunderwood@roquecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roquecc.edu">dodonnell@roquecc.edu</a> 541-245-7504	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roquecc.edu">jrichardson@roquecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxon <a href="mailto:Lc.paxon@wsu.edu">Lc.paxon@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	0
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
49.	<b>Oregon State University – Web Postings</b> <a href="http://www.oregonstate-csm.symplicity.com/employer">www.oregonstate-csm.symplicity.com/employer</a> Contact: Mike Mays <a href="mailto:Mike.mays@oregonstate.edu">Mike.mays@oregonstate.edu</a> (541) 737-0520	N	0
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
52.	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	0
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	<b>Employee Referral</b>	N	1



RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
59.	<b>Washington State University (CACD)</b> 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
<b>Total Interviewees</b>			1

## Kelly Sprunger

---

**From:** Kelly Sprunger <[ksprunger@kobi5.com](mailto:ksprunger@kobi5.com)>  
**Sent:** March 05, 2015 12:42 PM  
**To:** Ann Brown; Arizona State University - Mark Lodato; 'Bates Technical College - Cheri Loiland'; Bill Moll; 'Black United Fund of Oregon - Adrienne Livingston'; College of Journalism & Mass Communications - Barney McCoy; College of the Siskiyous; Confederate  
**Subject:** Job Opening KOB-TV/NBC5 - Newscast Director

### Newscast Director

Experienced Director needed to supervise performance of our news production team and direct the 6 PM, 10PM & 11PM newscasts. Qualified candidates will demonstrate leadership, strong attention to detail, and the willingness to train new personnel. Good oral and written communication skills and the ability to make independent decisions are critical skill areas. Duties include assisting the Operations Mgr. with scheduling and contributing to the staff evaluation process. Drug testing and good driving record required.

Respond to: [mfeeley@kobi5.com](mailto:mfeeley@kobi5.com) or to 125 South Fir, Medford, OR 97501. EOE. (541) 779-5555.



Kelly Sprunger  
Administrative Assistant  
KOB-TV/NBC5 KOTI-TV/NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564

### Statement Concerning Recruitment Source Use

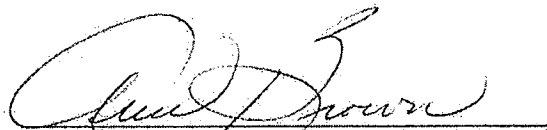
On behalf of California Oregon Broadcasting, Inc. ("COBI"), licensee of KOB(TV), Medford, Oregon (FIN 8260) and its commonly owned stations KOTI(TV), Klamath Falls, Oregon (FIN 8284), and K32DY, Medford, Oregon (FIN 8309) (the "SEU"), the undersigned confirms that the following recruitment sources were used<sup>1</sup> for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

<b>Recruitment Sources Used<sup>2</sup></b>
Arizona State University
Bates Technical College
Black United Fund of Oregon
College of Journalism and Mass Communication
College of Siskiyou
Confederated Tribes of Warm Springs
Cow Creek Band Umpqua Tribe of Indians
Klamath Community College
KLSR FOX TV – Bulletin Board
KOB(TV) – Email (internal)
KOTI-NBC2 – Bulletin Board & Email (internal)
Medialine
Oregon Association of Broadcasters
Oregon State University("OSU"): Broadcast Coordinator
OSU: Academic Advisor for News Media
OSU: Journalism Advisor
OSU: Associate Director
Rogue Community College ("RCC") Computer Science/Graphic Design Instructor
RCC: Adult Basic Skills and Career Training Director
RCC: Workforce and College Prep Dean
RCC: Humanities and Communications Chair
RCC: Communications and Theater Coordinator
RCC: Training Services Coordinator
Southern Oregon University ("SOU") Rogue Valley TV
SOU: Student Employment Office

<sup>1</sup> In some instances, not all recruitment sources are displayed as the SEU's email contact group was truncated when captured.

<sup>2</sup> Complete recruitment source contact information appears on the SEU's EEO Public Report.

<b>Recruitment Sources Used<sup>2</sup></b>
SOU: Journalism
SOU: Emerging Media Center
SOU: Communications Department
SOU: Art Department
SOU: English Department
The Job Council
USC Annenberg Student & Career Services
University of Idaho, Moscow (news only)
University of Oregon – Career Services
Washington State University / Lisa Laughter
Washington State University / L. Paxson
Washington State University / M. Marcelo
Willamette University Career Center



Ann Brown  
Former Human Resources Director

Date: April 24, 2017

[My Profile](#)[Post a Job](#)[My Postings](#)[My EEO Report](#)[Job Fairs](#)[Log Out](#)**Newscast Director** *posted on 2015-03-05*

Newscast Director Experienced Director needed to supervise performance of our news production team and direct the 6 PM, 10PM & 11PM newscasts. Qualified candidates will demonstrate leadership, strong attention to detail, and the willingness to train new personnel. Good oral and written communication skills and the ability to make independent decisions are critical skill areas.

Duties include assisting the Operations Mgr. with scheduling and contributing to the staff evaluation process.

Drug testing and good driving record required.

Respond to: [mfeeley@kobi5.com](mailto:mfeeley@kobi5.com) or to 125 South Fir, Medford, OR 97501. EOE. (541) 779-5555.

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National Alliance of State Broadcasters Associations

**KOBI(TV), KOTI(TV), K32DY  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Bookkeeper	<b>Date Filled:</b> 01/12/2015
<b>Recruitment Source ("RS") Referring Hiree:</b> State of Oregon: Employment Department	<b>Total Number of Interviewees:</b> 6

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobiall@kobi5.com">kobiall@kobi5.com</a> (541) 779-5555	N	0
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7 <sup>th</sup> Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roquecc.edu">lwilson@roquecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roquecc.edu">lrydell@roquecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roquecc.edu">lrenfro@roquecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roquecc.edu">vunderwood@roquecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roquecc.edu">dodonnell@roquecc.edu</a> 541-245-7504	N	0



RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roquecc.edu">jrichardson@roquecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 8344 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
45.	<b>Craig's List-Medford, OR</b> <a href="http://medford.craigslist.org/">http://medford.craigslist.org/</a>	N	1
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	0
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	4
48.	<b>Oregon Institute of Technology</b> 3201 Campus Dr., Klamath Falls, OR 97601-8801 <a href="http://www.oit.edu/career">www.oit.edu/career</a> Contact: David Westhart <a href="mailto:david.westhart@oit.edu">david.westhart@oit.edu</a> Tel: 541-851-5020 Fax: 541-885-1022	N	0
50.	<b>Rogue Community College – Website Posting</b> 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk <a href="http://www.roguecc.edu/employment">www.roguecc.edu/employment</a> (541) 956-7500	N	0
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
56.	Non-Employee Referral	N	1
Total Interviewees			6

## Ann Brown

---

**From:** Kelly Sprunger <[ksprunger@kobi5.com](mailto:ksprunger@kobi5.com)>  
**Sent:** Wednesday, November 19, 2014 12:33 PM  
**To:** Ann Brown; Arizona State University - Mark Lodato; 'Bates Technical College - Cheri Loiland'; Bill Moll; 'Black United Fund of Oregon - Adrienne Livingston'; College of Journalism & Mass Communications - Barney McCoy; College of the Siskiyous; Confederate  
**Subject:** Job Opening - KOB-TV/NBC5 - Bookkeeper

KOB-TV/NBC5 in Medford, Oregon, has a full-time opening for a Bookkeeper.

Applicants must have a strong collection background, billing experience and good working knowledge of Microsoft Excel. Strong public relations skills are a must.

Pre-employment drug screening, current driver's license and good driving record required.

Benefits include sick, holiday and vacation pay, health insurance contribution, life insurance and 401k.

We are an Equal Opportunity Employer.

Please send resume to [aknifong@kobi5.com](mailto:aknifong@kobi5.com) -or- KOB-TV, Bookkeeper, PO Box 1489, Medford, OR 97501.

Thank you



Kelly Sprunger  
Administrative Assistant  
KOB-TV/NBC5 KOTI-TV/NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564

### Statement Concerning Recruitment Source Use

On behalf of California Oregon Broadcasting, Inc. ("COBI"), licensee of KOB(TV), Medford, Oregon (FIN 8260) and its commonly owned stations KOTI(TV), Klamath Falls, Oregon (FIN 8284), and K32DY, Medford, Oregon (FIN 8309) (the "SEU"), the undersigned confirms that the following recruitment sources were used<sup>1</sup> for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

<b>Recruitment Sources Used<sup>2</sup></b>
Arizona State University
Bates Technical College
Black United Fund of Oregon
College of Journalism and Mass Communication
College of Siskiyous
Confederated Tribes of Warm Springs
Cow Creek Band Umpqua Tribe of Indians
Klamath Community College
KLSR FOX TV – Bulletin Board
KOB(TV) – Email (internal)
KOTI-NBC2 – Bulletin Board & Email (internal)
Medialine
Oregon Association of Broadcasters
Oregon State University("OSU"); Broadcast Coordinator
OSU: Academic Advisor for News Media
OSU: Journalism Advisor
OSU: Associate Director
Rogue Community College ("RCC") Computer Science/Graphic Design Instructor
RCC: Adult Basic Skills and Career Training Director
RCC: Workforce and College Prep Dean
RCC: Humanities and Communications Chair
RCC: Communications and Theater Coordinator
RCC: Training Services Coordinator
Southern Oregon University ("SOU") Rogue Valley TV
SOU: Student Employment Office

<sup>1</sup> In some instances, not all recruitment sources are displayed as the SEU's email contact group was truncated when captured.

<sup>2</sup> Complete recruitment source contact information appears on the SEU's EEO Public Report.

<b>Recruitment Sources Used<sup>2</sup></b>
SOU: Journalism
SOU: Emerging Media Center
SOU: Communications Department
SOU: Art Department
SOU: English Department
The Job Council
USC Annenberg Student & Career Services
University of Idaho, Moscow (news only)
University of Oregon – Career Services
Washington State University / Lisa Laughter
Washington State University / L. Paxson
Washington State University / M. Marcelo
Willamette University Career Center



Ann Brown  
Former Human Resources Director

Date: April 24, 2017



Broadcast Employment Services

**KOB1 (NBC) Medford, Oregon**

**Position** Bookkeeper  
**Reference #** Will be re-assigned ...  
**Type** Television  
**Full / Part** Full Time - Regular  
**Experience** 0  
**Posted** 11/19/2014  
**Closes** 12/24/2014  
**Time Left** 35 Days  
**DMA** #140  
**Found In** Accounting

**Bookkeeper**

KOB1-TV/NBC5 in Medford, Oregon, has a full-time opening for a Bookkeeper.

Applicants must have a strong collection background, billing experience and good working knowledge of Microsoft Excel. Strong public relations skills are a must.

Pre-employment drug screening, current driver's license and good driving record required.

Benefits include sick, holiday and vacation pay, health insurance contribution, life insurance and 401k.

We are an Equal Opportunity Employer.

Please send resume to [aknifong@kobi5.com](mailto:aknifong@kobi5.com) -or- KOB1-TV, Bookkeeper, PO Box 1489, Medford, OR 97501.

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2014

Annual E-Résumé subscription or DigitalTalent résumé required.

[ [View other KOB1 job listings](#) ]



## Supplemental Information

Salary Type

Salary Range

Starting Salary / Year

Starting Salary / Hour

Job Type

Full Time - Regular

Hours

Workweek

Scheduled on Holidays

Start Date

Probation Period

Benefits

Benefit Premium

401K Plan

Vacation

Paid Sick Leave

Phone Calls

Agent Phone Calls

Résumé

Cover Letter

References

Salary History

Tape / Reel

Tape Format

Tape Return

Director's Track

FAX Résumé

TVJobs.com E-Résumé

Yes

Degree Required

Contract Required

Contract Length

Special Requirements

Driver's License

Insurance

Good Driving Record

Heavy Lifting

Previous Applicants

Local Apartment Rental

Moving Expenses

Union Position

Union Contract Expires

Confirmation Letter



**KOBI(TV), KOTI(TV), K32DY**  
**VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Anchor/Reporter	<b>Date Filled:</b> 12/15/2014
<b>Recruitment Source ("RS") Referring Hiree:</b> Walk-In/Self-Referral	<b>Total Number of Interviewees:</b> 1

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobi11@kobi5.com">kobi11@kobi5.com</a> (541) 779-5555	N	0
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7th Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:koti11@koti2.com">koti11@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machooro@oregonstate.edu">Katrina.machooro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roquecc.edu">lwilson@roquecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roquecc.edu">lrydell@roquecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roquecc.edu">lrenfro@roquecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roquecc.edu">vunderwood@roquecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roquecc.edu">dodonnell@roquecc.edu</a> 541-245-7504	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roguecc.edu">jrichardson@roguecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	0
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
52.	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	0
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
59.	<b>Washington State University (CACD)</b> 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
60.	<b>Walk-In/Self-Referral</b>	N	1
<b>Total Interviewees</b>			1

**From:** Mark Metzger [mailto:mark@OregonsFox.com]

**Sent:** Friday, November 14, 2014 1:47 PM

**To:** Kelly Sprunger

**Cc:** Ann Brown; Arizona State University - Mark Lodato; Bates Technical College - Cheri Loiland; Bill Moll; Black United Fund of Oregon - Adrienne Livingston; College of Journalism & Mass Communications - Barney McCoy; College of the Siskiyous; Confederated Tribes of the Siskiyou

**Subject:** Re: Job Opening - KOB-TV/NBC5 - News Anchor/Reporter

On Nov 14, 2014, at 1:35 PM, "Kelly Sprunger" <[ksprunger@kobi5.com](mailto:ksprunger@kobi5.com)> wrote:

**News Anchor/Reporter**

KOB-TV NBC5 in Medford, OR is looking for a talented Anchor/Reporter to join our cohesive, progressive news team. Applicants with a journalism degree, experience reporting, enterprising stories and anchoring will be considered. A good candidate will have a solid background in reporting, shooting, editing. Proficiency with a newsroom computer system and social media experience are required. A good driving record and drug screening are pre-employment requirements.

Benefit package includes 401k, paid sick leave, paid vacation, paid holidays and health benefits.

Medford is located in the beautiful Rogue River Valley of Southern Oregon where people come to vacation, take wine tours, see plays of an international caliber and enjoy the great outdoors.

Please send a cover letter, web link to your reel and your resume to [csmullin@kobi5.com](mailto:csmullin@kobi5.com) or to the physical address below.

Craig Smullin, News Director  
KOB-TV/ NBC5  
125 South Fir Street  
Medford, OR 97501

EOE

<image001.png>

Kelly Sprunger  
Administrative Assistant  
KOB-TV/NBC5 KOTI-TV/NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564

### Statement Concerning Recruitment Source Use

On behalf of California Oregon Broadcasting, Inc. ("COBI"), licensee of KOB(TV), Medford, Oregon (FIN 8260) and its commonly owned stations KOTI(TV), Klamath Falls, Oregon (FIN 8284), and K32DY, Medford, Oregon (FIN 8309) (the "SEU"), the undersigned confirms that the following recruitment sources were used<sup>1</sup> for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.


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Bates Technical College
Black United Fund of Oregon
College of Journalism and Mass Communication
College of Siskiyous
Confederated Tribes of Warm Springs
Cow Creek Band Umpqua Tribe of Indians
Klamath Community College
KLSR FOX TV – Bulletin Board
KOBI-TV – Email (internal)
KOTI-NBC2 – Bulletin Board & Email (internal)
Medialine
Oregon Association of Broadcasters
Oregon State University("OSU"): Broadcast Coordinator
OSU: Academic Advisor for News Media
OSU: Journalism Advisor
OSU: Associate Director
Rogue Community College ("RCC") Computer Science/Graphic Design Instructor
RCC: Adult Basic Skills and Career Training Director
RCC: Workforce and College Prep Dean
RCC: Humanities and Communications Chair
RCC: Communications and Theater Coordinator
RCC: Training Services Coordinator
Southern Oregon University ("SOU") Rogue Valley TV
SOU: Student Employment Office

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<b>Recruitment Sources Used<sup>2</sup></b>
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SOU: Emerging Media Center
SOU: Communications Department
SOU: Art Department
SOU: English Department
The Job Council
USC Annenberg Student & Career Services
University of Idaho, Moscow (news only)
University of Oregon – Career Services
Washington State University / Lisa Laughter
Washington State University / L. Paxson
Washington State University / M. Marcelo
Willamette University Career Center



Ann Brown  
Former Human Resources Director

Date: April 24, 2017

A-Z Index   Statewide   22x15   WSU Home

Home   Account   Profile   Jobs   Resume Books   On-Campus Recruiting (OCR)   Employment   Surveys   Events

Ann E. Brown @ KOB1-TV NBC 5 / KOTV-TV NBC 2   Log Out

## job postings

Please Note: On-Campus Recruiting (OCR) positions should be entered in the On-Campus Recruiting (OCR) section.

Submit   Cancel

\* indicates a required field

Student Views: 0

## RELATED RESOURCES

Internships Paper

## Position Description – Required Information

ID:	35286
Position Type*:	<p>To be considered a paid position, the pay must be minimum wage or higher.</p> <p> <input type="checkbox"/> Full Time Entry Level  <input checked="" type="checkbox"/> Full Time Experienced  <input type="checkbox"/> Internship or Co-op (paid minimum wage or higher)  <input type="checkbox"/> Internship or Co-op (unpaid or less than minimum wage)  <input type="checkbox"/> Off Campus Part Time Employment  <input type="checkbox"/> On Campus Non Student Employment  <input type="checkbox"/> Volunteer         </p>
Are you a third-party recruiter?*	<p>"Third-party recruiter" means any person or entity that is accessing the site to post a job for any reason related to the purpose of seeking candidates for temporary, part-time, or full-time employment opportunities with a client organization.</p> <p><input type="radio"/> Yes   <input checked="" type="radio"/> No</p>
Position Title*:	<p>If you have copied an existing position, scroll to the end of the title and delete the following (copy).</p> <p>Anchor/Reporter</p>
Location*:	<p>Location</p> <p>Nation Wide*</p> <p><input type="radio"/> Yes   <input checked="" type="radio"/> No</p> <p>City*</p> <p>Enter the City</p> <p>Medford</p> <p>State/Province*</p> <p>Enter the State/Province</p> <p>Oregon</p> <p>Country*</p> <p>Enter the Country</p> <p>United States</p> <p>Delete</p> <p>Add Item</p>
Position Description*:	<p>KOB1-TV NBC5 in Medford, OR is looking for a talented Anchor/Reporter to join our cohesive, progressive news team. Applicants with a journalism degree, experience reporting, enterprising stories and anchoring will be considered. A good candidate will have a solid background in reporting, shooting, editing. Proficiency with a newsroom computer system and social media experience are required. A good driving record and drug screening are pre-employment</p> <p>Check Spelling</p>
Attachment(s) - Optional:	Add Item
Position Function*:	<p>Press CTRL and then click to select multiple items.</p> <p> <input type="checkbox"/> Advocacy  <input type="checkbox"/> Agriculture/Natural Resources/Environment  <input type="checkbox"/> Architecture  <input type="checkbox"/> Arts/Design/Planning  <input type="checkbox"/> Communication         </p>
Position Description – Optional Information	
Number of Openings*:	<p>Enter the number of positions available for this job posting.</p> <p>1</p>
Requisition/Position ID #:	<p>Enter a requisition or position ID # to make this position easier to track.</p>
Desired Start Date:	<p>Select   Clear</p>
Duration:	
Approximate Hours Per Week:	35+
Compensation Type:	Hourly
Salary Level:	
Travel Percentage:	
Position Qualifications / Preferences – Required Information	

**KOBI(TV), KOTI(TV), K32DY  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Anchor/Producer	<b>Date Filled:</b> 12/29/2014
<b>Recruitment Source ("RS") Referring Hiree:</b> KOBI-TV Website	<b>Total Number of Interviewees:</b> 7

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobiall@kobi5.com">kobiall@kobi5.com</a> (541) 779-5555	N	0
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7 <sup>th</sup> Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machooro@oregonstate.edu">Katrina.machooro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roguecc.edu">lwilson@roguecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roguecc.edu">lrydell@roguecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roguecc.edu">lrenfro@roguecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roguecc.edu">vunderwood@roguecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roguecc.edu">dodonnell@roguecc.edu</a> 541-245-7504	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roguecc.edu">jrichardson@roguecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson <a href="mailto:L.c.paxson@wsu.edu">L.c.paxson@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	1
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
52.	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	2
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	0
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
56.	<b>Non-Employee Referral</b>	N	1
59.	<b>Washington State University (CACD)</b> 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0



RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
61.	<b>YouTube</b> ( <i>active candidate sourcing/self-referral</i> ) <a href="http://www.youtube.com">www.youtube.com</a> 901 Cherry Ave. San Bruno, CA 94066 Fax: (650)253-0001	N	3
<b>Total Interviewees</b>			7

# Email

**Kelly Sprunger**

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**From:** Kelly Sprunger <ksprunger@kobi5.com>  
**Sent:** May 30, 2014 11:27 AM  
**To:** Ann Brown; 'Bates Technical College - Cheri Loiland'; 'Black United Fund of Oregon - Angelica Pulido'; 'Cofederated Tribes of Warm Springs'; 'College of Journalism & Mass Communications - Barney McCoy'; 'College of the Siskiyou - Ron Demele'; 'Cow Creek  
**Subject:** Job Opening at KOB-TV/NBC5 - News Anchor / Producer  
**Attachments:** image001.png

## Anchor/Producer

KOB-TV NBC5 is a progressive news operation located in Medford, Oregon. We are looking for a talented Anchor/Producer to take the reins of an existing news show on a full time basis. Applicants with a journalism degree and 2-3 years of experience producing and anchoring will be considered. A good candidate will be a team player with a background in reporting, shooting, editing and proficiency with a newsroom computer system. Medford is located in the beautiful Rogue River Valley of Southern Oregon. Our 60 year-old station, owned by California Oregon Broadcasting Inc., is one of four television stations in the group. A good driving record and drug screening are pre-employment requirements. Benefit package included.

Please send a cover letter, web link to your reel and your resume to [csmullin@kobi5.com](mailto:csmullin@kobi5.com) or to the physical address listed below.

Craig Smullin, News Director  
KOB-TV / NBC5  
125 South Fir Street  
Medford, OR 97501



Kelly Sprunger  
Administrative Assistant  
KOB TV – NBC 5 / KOTI TV – NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564

### Statement Concerning Recruitment Source Use


On behalf of California Oregon Broadcasting, Inc. ("COBI"), licensee of KOB(TV), Medford, Oregon (FIN 8260) and its commonly owned stations KOTI(TV), Klamath Falls, Oregon (FIN 8284), and K32DY, Medford, Oregon (FIN 8309) (the "SEU"), the undersigned confirms that the following recruitment sources were used<sup>1</sup> for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

<b>Recruitment Sources Used<sup>2</sup></b>
Arizona State University
Bates Technical College
Black United Fund of Oregon
College of Journalism and Mass Communication
College of Siskiyous
Confederated Tribes of Warm Springs
Cow Creek Band Umpqua Tribe of Indians
Klamath Community College
KLSR FOX TV – Bulletin Board
KOB(TV) – Email (internal)
KOTI-NBC2 – Bulletin Board & Email (internal)
Medialine
Oregon Association of Broadcasters
Oregon State University("OSU"): Broadcast Coordinator
OSU: Academic Advisor for News Media
OSU: Journalism Advisor
OSU: Associate Director
Rogue Community College ("RCC") Computer Science/Graphic Design Instructor
RCC: Adult Basic Skills and Career Training Director
RCC: Workforce and College Prep Dean
RCC: Humanities and Communications Chair
RCC: Communications and Theater Coordinator
RCC: Training Services Coordinator
Southern Oregon University ("SOU") Rogue Valley TV
SOU: Student Employment Office

<sup>1</sup> In some instances, not all recruitment sources are displayed as the SEU's email contact group was truncated when captured.

<sup>2</sup> Complete recruitment source contact information appears on the SEU's EEO Public Report.

Recruitment Sources Used <sup>2</sup>
SOU: Journalism
SOU: Emerging Media Center
SOU: Communications Department
SOU: Art Department
SOU: English Department
The Job Council
USC Annenberg Student & Career Services
University of Idaho, Moscow (news only)
University of Oregon – Career Services
Washington State University / Lisa Laughter
Washington State University / L. Paxson
Washington State University / M. Marcelo
Willamette University Career Center



Ann Brown  
Former Human Resources Director

Date: April 24, 2017

## State of OR Employment Dept.

Tools	News Anchor/Producer (ID 1143833)
My Company Information	Status: Pending Review
Create New Listing	Job Information
Manage Listings	Anchor/Producer
Cancel Listing	KOBI-TV NBC5 is a progressive news operation located in Medford, Oregon. We are looking for a talented Anchor/Producer to take the reins of an existing news show on a full time basis. Applicants with a journalism degree and 2-3 years of experience producing and anchoring will be considered. A good candidate will be a team player with a background in reporting, shooting, editing and proficiency with a newsroom computer system. Medford is located in the beautiful Rogue River Valley of Southern Oregon. Our 60 year-old station, owned by California Oregon Broadcasting Inc., is one of four television stations in the group. A good driving record and drug screening are pre-employment requirements. Bonafide package included.
Cancel Listing	Please send a cover letter, web link to your reel and your resume to csmullin@kobi5.com or to the physical address listed below.
Cancel Listing	Craig Smullin, News Director KOBI-TV / NBC5 125 South Fir Street Medford, OR 97501
Cancel Listing	Number of Openings: 1 Hours per Week: 35 This position is: Full Time Will this job have a duration of six months or more? Yes Shifts Available: 1st (Days)
Cancel Listing	Contact
Cancel Listing	Match Preference: Job Seeker Match Referrals Requested: no limit Contact Name: Craig Smullin (News Director)
Cancel Listing	Apply by mail to: KOBI-TV NBC 5 125 South Fir Street Medford, OR 97501-0240 Email: csmullin@kobi5.com
Cancel Listing	Job Seekers are Required to contact an Oregon Employment Department office to receive further instructions for this Job Listing.
Cancel Listing	Contact Instructions to Job Seeker: Please send a cover letter, web link to your reel and your resume to csmullin@kobi5.com or to the physical address listed below.
Cancel Listing	Craig Smullin, News Director KOBI-TV / NBC5 125 South Fir Street Medford, OR 97501
Cancel Listing	Computer Skills
Cancel Listing	type 30 to 39 words per minute Preferred type 40 to 49 words per minute Preferred type 50 to 59 words per minute Preferred type 60 to 69 words per minute Preferred type 70 to 79 words per minute Preferred type 80 words per minute or faster Preferred use word processing software Preferred use Word Required apply page layout and composition techniques Preferred use spreadsheet software Preferred use Excel Preferred use Quattro Pro Preferred use email software Preferred use Outlook Preferred use database software Preferred use Access Preferred use FileMaker Preferred use bookkeeping software Preferred use QuikBooks Pro Preferred use QuickBooks Preferred use MAS 90 or Sage 100 ERP Preferred use desktop publishing software Preferred use PowerPoint Preferred use Adobe PageMaker Preferred use Adobe Acrobat PDF Writer Preferred use Adobe Photoshop Preferred use Microsoft Publisher Preferred use graphics design software Preferred use Microsoft Project Preferred use flow charting software Preferred use Microsoft Visio Preferred
Cancel Listing	Job Classification
Cancel Listing	Job Classification: Editors Experience Required: At least 2 years
Cancel Listing	Skills
Cancel Listing	interpret technical information for journalistic work Required meet deadlines Required organize and prioritize topics for news and other programs Required organize story elements Required work as a team member Required interpret and apply copyright laws Preferred make presentations Preferred organize and sort journalistic or literary data Preferred practice emotional management in journalistic or literary writing Preferred write headlines Preferred
Cancel Listing	Licenses/Certifications
Cancel Listing	None Selected
Cancel Listing	Job Requirements
Cancel Listing	Minimum Level of Education: None Minimum Age: No Minimum Age requirement. Gender: No Gender requirement.
Cancel Listing	Employer will perform: a drug test a background check a DMV records check
Cancel Listing	DMV Information
Cancel Listing	Required Driver License: Personal (Class C) Preferred Driver License: None Justification for Requiring Driver License: Company Vehicle
Cancel Listing	Compensation & Benefits
Cancel Listing	Maximum Wage/Salary Offered (used in match): \$14.00 per Hour Displayed to Job Seekers as: Depending On Experience Minimum Wage Certified: Yes Federal contracts of at least \$100,000 for products and services: No
Cancel Listing	Medical - Yes Education Reimbursement/Incentive - No Dependent Care - No Dental - No Retirement Plan - No Long Term Disability - No Life Insurance - No Deferred Compensation - No Short Term Disability - No Vision - No Travel Expenses - No Paid Vacation - Yes Sick Pay - Yes Work Share - No Profit Sharing - No
Cancel Listing	Work Site
Cancel Listing	KOBI-TV NBC 5 125 South Fir Medford, OR 97501 Match Area: Medford
Cancel Listing	Recruitment Results Information
Cancel Listing	Staff Referrals: 0 Employer Self-Referrals (when you viewed a Job Seeker's contact information): 0 Job Seeker Self-Referrals (when a Job Seeker viewed the Job Listing's contact information via MatchSkills): 0
Cancel Listing	Job Listing Status Information
Cancel Listing	Application Deadline: Jun 30, 2014 Job Listing created on: May 30, 2014 Job Listing last modified on: May 30, 2014 This job listing was/will be closed on: Aug 28, 2014 The status of this job listing was last changed on: May 30, 2014 This job listing will be placed in hold status on: Jun 30, 2014
Cancel Listing	Company Profile
Cancel Listing	KOBI-TV NBC 5 (ID 14956) Physical Address: 125 South Fir Street Mailing Address: PO Box 1469

**KOBI(TV), KOTI(TV), K32DY  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Anchor/Reporter	<b>Date Filled:</b> 04/01/2015
<b>Recruitment Source ("RS") Referring Hiree:</b> Employee Referral	<b>Total Number of Interviewees:</b> 3

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobiall@kobi5.com">kobiall@kobi5.com</a> (541) 779-5555	N	0
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7th Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roguecc.edu">lwilson@roguecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roguecc.edu">lrydell@roguecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roguecc.edu">lrenfro@roguecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roguecc.edu">vunderwood@roguecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roguecc.edu">dodonnell@roguecc.edu</a> 541-245-7504	N	0



RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roguecc.edu">jrichardson@roguecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow</b> ( <i>News only</i> ) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley <a href="mailto:gmoseley@uidaho.edu">gmoseley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	0
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
52.	<b>Career Page</b> ( <i>national job bank for broadcasters</i> ) <a href="http://www.careerpage.org">www.careerpage.org</a>	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	1
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	0
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	<b>Employee Referral</b>	N	1
59.	<b>Washington State University (CACD)</b> 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
61.	<b>YouTube</b> ( <i>active candidate sourcing/self-referral</i> ) <a href="http://www.youtube.com">www.youtube.com</a> 901 Cherry Ave. San Bruno, CA 94066 Fax: (650)253-0001	N	1
<b>Total Interviewees</b>			3

## Kelly Sprunger

---

**From:** Kelly Sprunger <[ksprunger@kobi5.com](mailto:ksprunger@kobi5.com)>  
**Sent:** January 22, 2015 8:40 AM  
**To:** Ann Brown; Arizona State University - Mark Lodato; 'Bates Technical College - Cheri Loiland'; Bill Moll; 'Black United Fund of Oregon - Adrienne Livingston'; College of Journalism & Mass Communications - Barney McCoy; College of the Siskiyous; Confederate  
**Subject:** Job Opening KOB-TV/NBC5 - News Anchor / Reporter

### News Anchor / Reporter

KOB-TV/NBC5 is a progressive news operation located in Medford, Oregon. We are looking for an enthusiastic team player to join our smart, committed, aggressive news team on a full time basis.

A Journalism degree or equivalent is required. A good candidate will have experience reporting, shooting, editing, social media skills and proficiency with a newsroom computer system. Benefit package included. A good driving record and drug screening are pre-employment requirements.

Medford is located in the beautiful Rogue River Valley of Southern Oregon. KOB-TV, our 62 year-old station is owned by California Oregon Broadcasting Inc., and is one of four television stations in the group.

Please send a cover letter, web link to your reel and your resume to [csmullin@kobi5.com](mailto:csmullin@kobi5.com) or to the physical address listed below:

Craig Smullin, News Director  
KOB-TV/NBC5  
125 South Fir Street  
Medford, OR 97501



Kelly Sprunger  
Administrative Assistant  
KOB-TV/NBC5 KOTI-TV/NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564

### Statement Concerning Recruitment Source Use


On behalf of California Oregon Broadcasting, Inc. ("COBI"), licensee of KOB(TV), Medford, Oregon (FIN 8260) and its commonly owned stations KOTI(TV), Klamath Falls, Oregon (FIN 8284), and K32DY, Medford, Oregon (FIN 8309) (the "SEU"), the undersigned confirms that the following recruitment sources were used<sup>1</sup> for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

<b>Recruitment Sources Used<sup>2</sup></b>
Arizona State University
Bates Technical College
Black United Fund of Oregon
College of Journalism and Mass Communication
College of Siskiyou
Confederated Tribes of Warm Springs
Cow Creek Band Umpqua Tribe of Indians
Klamath Community College
KLSR FOX TV – Bulletin Board
KOB(TV) – Email (internal)
KOTI-NBC2 – Bulletin Board & Email (internal)
Medialine
Oregon Association of Broadcasters
Oregon State University("OSU"): Broadcast Coordinator
OSU: Academic Advisor for News Media
OSU: Journalism Advisor
OSU: Associate Director
Rogue Community College ("RCC") Computer Science/Graphic Design Instructor
RCC: Adult Basic Skills and Career Training Director
RCC: Workforce and College Prep Dean
RCC: Humanities and Communications Chair
RCC: Communications and Theater Coordinator
RCC: Training Services Coordinator
Southern Oregon University ("SOU") Rogue Valley TV
SOU: Student Employment Office

<sup>1</sup> In some instances, not all recruitment sources are displayed as the SEU's email contact group was truncated when captured.

<sup>2</sup> Complete recruitment source contact information appears on the SEU's EEO Public Report.

<b>Recruitment Sources Used<sup>2</sup></b>
SOU: Journalism
SOU: Emerging Media Center
SOU: Communications Department
SOU: Art Department
SOU: English Department
The Job Council
USC Annenberg Student & Career Services
University of Idaho, Moscow (news only)
University of Oregon – Career Services
Washington State University / Lisa Laughter
Washington State University / L. Paxson
Washington State University / M. Marcelo
Willamette University Career Center



Ann Brown  
Former Human Resources Director

Date: April 24, 2017

## Ann Brown

---

**From:** Ann Brown <[abrown@kobi5.com](mailto:abrown@kobi5.com)>  
**Sent:** Thursday, January 22, 2015 11:21 AM  
**To:** [kobiall@kobi5.com](mailto:kobiall@kobi5.com); [kotiall@koti2.com](mailto:kotiall@koti2.com)  
**Subject:** Job Opening KOB-TV/NBC5 - News Anchor / Reporter

### News Anchor / Reporter

KOB-TV/NBC5 is a progressive news operation located in Medford, Oregon. We are looking for an enthusiastic team player to join our smart, committed, aggressive news team on a full time basis.

A Journalism degree or equivalent is required. A good candidate will have experience reporting, shooting, editing, social media skills and proficiency with a newsroom computer system. Benefit package included. A good driving record and drug screening are pre-employment requirements.

Medford is located in the beautiful Rogue River Valley of Southern Oregon. KOB-TV, our 62 year-old station is owned by California Oregon Broadcasting Inc., and is one of four television stations in the group.

Please send a cover letter, web link to your reel and your resume to [csmullin@kobi5.com](mailto:csmullin@kobi5.com) or to the physical address listed below:

Craig Smullin, News Director  
KOB-TV/NBC5  
125 South Fir Street  
Medford, OR 97501



Kelly Sprunger  
Administrative Assistant  
KOB-TV/NBC5 KOTI-TV/NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564



**KOBI(TV), KOTI(TV), K32DY**  
**VACANCY DATA FORM**

<b>Full-Time Job Title:</b> News Production	<b>Date Filled:</b> 11/24/2014
<b>Recruitment Source ("RS") Referring Hiree:</b> Non-Employee Referral	<b>Total Number of Interviewees:</b> 2

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Arizona State University</b> 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato <a href="mailto:Mark.lodato@asu.edu">Mark.lodato@asu.edu</a> (602) 496-9415	N	0
2.	<b>Bates Technical College</b> 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> ; <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> (253) 680-7000	N	0
3.	<b>Black United Fund of Oregon</b> 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston <a href="mailto:alivingston@bufor.org">alivingston@bufor.org</a> (503) 282-7973	Y	0
4.	<b>College of Journalism and Mass Communication</b> ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy <a href="mailto:Bmccoy2@unl.edu">Bmccoy2@unl.edu</a> (402) 472-3047	N	0
5.	<b>College of the Siskiyous</b> 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor <a href="mailto:ron_demele@yahoo.com">ron_demele@yahoo.com</a> (530) 938-5375 ext. 5375	Y	0
6.	<b>Confederated Tribes of Warm Springs</b> 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee <a href="mailto:personnel@wstribes.org">personnel@wstribes.org</a> (541) 553-1924	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>Cow Creek Band Umpqua Tribe of Indians</b> 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service <a href="mailto:rmalone@cowcreek.com">rmalone@cowcreek.com</a> 541-677-5575 ex5513	N	0
8.	<b>Klamath Community College (Bulletin Board)</b> 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English <a href="mailto:English@klamathcc.edu">English@klamathcc.edu</a> Tel: (541) 882-3521	N	0
9.	<b>KLSR FOX TV - Bulletin Board (internal)</b> 2940 Chad Drive, Eugene, OR 97408 <a href="mailto:FoxTeeVee@aol.com">FoxTeeVee@aol.com</a> Contact: Mark Metzger (541) 683-3434	N	0
10.	<b>KOBI-TV – Email (internal)</b> 125 South Fir, Medford, OR 97501 Contact: Ann Brown <a href="mailto:kobiall@kobi5.com">kobiall@kobi5.com</a> (541) 779-5555	N	0
11.	<b>KOTI-NBC2 - Bulletin Board &amp; Email (internal)</b> 222 S. 7 <sup>th</sup> Street, Klamath Falls, OR 97601 Contact: Ben Kintner <a href="mailto:kotiall@koti2.com">kotiall@koti2.com</a> (541) 882-2222	N	0
12.	<b>Medialine</b> P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> (800) 237-8073	Y	0
14.	<b>Oregon Association of Broadcasters</b> 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443-2299	N	0
15.	<b>Oregon State University (OSU): Broadcast Coordinator</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross <a href="mailto:Bill.gross@oregonstate.edu">Bill.gross@oregonstate.edu</a> (541) 737-1000	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
16.	<b>OSU: Academic Advisor for News Media</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro <a href="mailto:Katrina.machorro@oregonstate.edu">Katrina.machorro@oregonstate.edu</a> (541) 737-1000	N	0
17.	<b>OSU: Journalism Advisor</b> 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg <a href="mailto:Steven.sandberg@oregonstate.edu">Steven.sandberg@oregonstate.edu</a> (541) 737-1000	N	0
18.	<b>OSU: Associate Director</b> 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith <a href="mailto:Kami.hammerschmith@oregonstate.edu">Kami.hammerschmith@oregonstate.edu</a> (541) 737-1000	N	0
20.	<b>RCC: Computer Science/ Graphic Design Instructor</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson <a href="mailto:lwilson@roquecc.edu">lwilson@roquecc.edu</a> 541-956-7500	N	0
21.	<b>RCC: Adult Basic Skills and Career Training Director</b> 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell <a href="mailto:lrydell@roquecc.edu">lrydell@roquecc.edu</a> 541-245-7820	N	0
22.	<b>RCC: Workforce and College Prep Dean</b> 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro <a href="mailto:lrenfro@roquecc.edu">lrenfro@roquecc.edu</a> 541-956-7116	N	0
23.	<b>RCC: Humanities and Communications Chair</b> 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood <a href="mailto:vunderwood@roquecc.edu">vunderwood@roquecc.edu</a> 541-245-7504	N	0
24.	<b>RCC: Communications and Theater Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell <a href="mailto:dodonnell@roquecc.edu">dodonnell@roquecc.edu</a> 541-245-7504	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	<b>RCC: Training Services Coordinator</b> 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson <a href="mailto:jrichardson@roguecc.edu">jrichardson@roguecc.edu</a> 541-245-7500	N	0
27.	<b>SOU: Rogue Valley TV</b> c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber <a href="mailto:rvtv@sou.edu">rvtv@sou.edu</a> , <a href="mailto:schreibh@sou.edu">schreibh@sou.edu</a> (541) 552-6395	N	0
28.	<b>SOU: Student Employment Office</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks <a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a> (541) 552-8553	N	0
29.	<b>SOU: Journalism</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer <a href="mailto:palmere@sou.edu">palmere@sou.edu</a> (541) 552-8433	N	0
30.	<b>SOU: Emerging Media Center</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly <a href="mailto:casserlyr@sou.edu">casserlyr@sou.edu</a> (541) 552-6411	N	0
31.	<b>SOU: Communication Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters <a href="mailto:watersj@sou.edu">watersj@sou.edu</a> (541) 552-6423	N	0
32.	<b>SOU: Art Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada <a href="mailto:mindada@sou.edu">mindada@sou.edu</a> (541) 552-6386	N	0
33.	<b>SOU: English Department</b> 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella <a href="mailto:BattistE@sou.edu">BattistE@sou.edu</a> (541) 552-6181	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36.	<b>The Job Council</b> 673 Market Street, Medford, OR 97504 Contact: Amanda Browser <a href="mailto:amandab@jobcouncil.org">amandab@jobcouncil.org</a> (541) 842-2570	N	0
37.	<b>University of Southern California Annenberg Student &amp; Career Services</b> 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara <a href="mailto:Suzannea@usc.edu">Suzannea@usc.edu</a> Tel: (213) 740-6045	N	0
38.	<b>University of Idaho, Moscow (News only)</b> School of Journalism and Mass Media Shoup Hall Moscow, ID 8344 Contact: Glenn Mosley <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> (208) 855-6020	Y	0
39.	<b>University of Oregon - Career Services</b> 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill <a href="mailto:bmorrill@uoregon.com">bmorrill@uoregon.com</a> (541) 346-3745	Y	0
41.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter <a href="mailto:llaughter@wsu.edu">llaughter@wsu.edu</a> (509) 335-7333	N	0
42.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson <a href="mailto:Lc.paxson@wsu.edu">Lc.paxson@wsu.edu</a> (509) 335-8857	N	0
43.	<b>Washington State University</b> 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> (509) 335-8835	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
44.	<b>Willamette University Career Center</b> 900 State Street, Salem, OR 97301 Contact: Connie Ralph <a href="mailto:cralph@willamette.edu">cralph@willamette.edu</a> <a href="mailto:Cs-job-postings@willamette.edu">Cs-job-postings@willamette.edu</a> (503) 370-6413	N	0
46.	<b>KOBI-TV Website</b> <a href="http://www.localnewscomesfirst.com">www.localnewscomesfirst.com</a>	N	1
47.	<b>State of Oregon: Employment Department</b> ( <i>job postings available online &amp; at job service centers throughout state</i> ) 875 Union St. NE, Salem, OR 97311 <a href="http://www.employment.oregon.gov">www.employment.oregon.gov</a> Contact: Karen Llewellyn 541-776-6060	N	0
48.	<b>Oregon Institute of Technology</b> 3201 Campus Dr., Klamath Falls, OR 97601-8801 <a href="http://www.oit.edu/career">www.oit.edu/career</a> Contact: David Westhart <a href="mailto:david.westhart@oit.edu">david.westhart@oit.edu</a> Tel: 541-851-5020 Fax: 541-885-1022	N	0
49.	<b>Oregon State University – Web Postings</b> <a href="http://www.oregonstate-csm.symplicity.com/employer">www.oregonstate-csm.symplicity.com/employer</a> Contact: Mike Mays <a href="mailto:Mike.mays@oregonstate.edu">Mike.mays@oregonstate.edu</a> (541) 737-0520	N	0
50.	<b>Rogue Community College – Website Posting</b> 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk <a href="http://www.roguecc.edu/employment">www.roguecc.edu/employment</a> (541) 956-7500	N	0
51.	<b>Southern Oregon University: Career Center</b> 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink <a href="http://www.sou-csm.symplicity.com">www.sou-csm.symplicity.com</a> (541) 552-6213	N	0
53.	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a> P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Phone: (760) 754-8177, Fax: (760) 754-2115	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
54.	<b>University of Oregon Website Posting - Career Center</b> 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw <a href="http://www.uocareer.uoregon.edu">www.uocareer.uoregon.edu</a> (541) 346-3745	N	0
55.	<b>KOBI-TV - Bulletin Board</b> ( <i>internal</i> ) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
56.	<b>Non-Employee Referral</b>	N	1
59.	<b>Washington State University</b> ( <i>CACD</i> ) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 <a href="http://www.wsu-csm.symplicity.com/employers">www.wsu-csm.symplicity.com/employers</a>	N	0
<b>Total Interviewees</b>			2

## Ann Brown

---

**From:** Kelly Sprunger <[ksprunger@kobi5.com](mailto:ksprunger@kobi5.com)>  
**Sent:** Tuesday, October 28, 2014 10:31 AM  
**To:** Ann Brown; 'Bates Technical College - Cheri Loiland'; 'Black United Fund of Oregon - Adrienne Livingston'; College of Journalism & Mass Communications - Barney McCoy; College of the Siskiyous; Confederated Tribes of Warm Springs; Cow Creek Band Umpqua Tri  
**Subject:** Job Opening at KOB-TV/NBC5 - News Production

### News Production

KOB-TV/NBC5 anticipates a full time opening in our News Production department that will be a good fit for someone who has a strong desire and affinity for working with video and computers. Possible job duties include preparing graphics for KOB-TV/NBC5 newscasts, operating studio cameras, operating a Sony broadcast switcher for newscasts, maintaining accurate programming logs, monitoring video and audio signal levels and recording multiple satellite feeds.

Job requires good detail orientation, a cool head under pressure and ability to work solo or as a team member. We will train but previous audio/video experience is recommended. We staff our operation 24 hours a day; the work shift has yet to be determined.

Pay depends on experience. Vacation, sick, holiday pay and medical insurance plan available. Drug test and insurable driving record required.

Reply to [mfeeley@kobi5.com](mailto:mfeeley@kobi5.com) or Mike Feeley, KOB-TV/NBC5, 125 S. Fir, Medford, OR 97501.

EOE



Kelly Sprunger  
Administrative Assistant  
KOB-TV/NBC5 KOTI-TV/NBC 2  
Phone: 541-779-5555 Fax: 541-779-5564