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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 KOBİ(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: KOBİ(TV), <https://kobi5.com/> and K32DY, <http://southernoregon.thistv.com/>. KOBİ(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, 2015¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
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

¹ This Report was revised in April 2017 to address reporting issues.

KOBI(TV), KOTI(TV), K32DY
EEO PUBLIC FILE REPORT
 October 1, 2014-September 30, 2015

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
1	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602)496-9415	N	0
2	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402)472-3047	N	0
5	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (541) 553-1924	N	0
7	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0

KOBI(TV), KOTI(TV), K32DY
EEO PUBLIC FILE REPORT
October 1, 2014-September 30, 2015

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

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
16	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machorro@oregonstate.edu (541)737-1000	N	0
17	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541)737-1000	N	0
18	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541)737-1000	N	0
19	Rogue Community College (RCC) – Email 227 E. Ninth Street, Medford, OR 97501 Contact: Dyanne Martin sesstudentRVC@rogucecc.edu (541) 245-7734	N	0
20	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@rogucecc.edu 541-956-7500	N	0
21	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@rogucecc.edu 541-245-7820	N	0
22	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@rogucecc.edu 541-956-7116	N	0

KOBI(TV), KOTI(TV), K32DY
EEO PUBLIC FILE REPORT
October 1, 2014-September 30, 2015

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

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

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

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

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

KOBI(TV), KOTI(TV), K32DY
EEO PUBLIC FILE REPORT
October 1, 2014-September 30, 2015

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
47	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	4
48	Oregon Institute of Technology 3201 Campus Dr., Klamath Falls, OR 97601-8801 www.oit.edu/career Contact: David Westhart david.westhart@oit.edu Tel: 541-851-5020 Fax: 541-885-1022	N	0
49	Oregon State University – Web Postings www.oregonstate-csm.symplicity.com/employer Contact: Mike Mays Mike.mays@oregonstate.edu (541) 737-0520	N	0
50	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk (541) 956-7500 www.roguecc.edu/employment	N	0
51	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
52	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
53	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	3
54	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw (541) 346-3745 www.uocareer.uoregon.edu	N	1

KOBI(TV), KOTI(TV), K32DY
EEO PUBLIC FILE REPORT
October 1, 2014-September 30, 2015

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
55	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
56	Non-Employee Referral	N	3
57	Unknown Referral Source	N	0
58	Employee Referral	N	7
59	Washington State University (<i>CACD</i>) 180 Lighty Student Services Building, PO Box 641061 Washington State University, Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0
60	Walk-In/Self-Referral	N	2
61	YouTube (<i>active candidate sourcing/self-referral</i>) www.youtube.com 901 Cherry Ave. San Bruno, CA 94066 Fax: (650)253-0001	N	8
62	Internship Program (<i>see Section III</i>)	N	1
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD:			38

KOBI(TV), KOTI(TV), K32DY
EEO PUBLIC FILE REPORT
October 1, 2014-September 30, 2015

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.

KOBI(TV), KOTI(TV), K32DY
EEO PUBLIC FILE REPORT
October 1, 2014-September 30, 2015

	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"> •Phoenix High School, News Dept., Nov.-June 2015; •Harding University, News Dept., May-July 2015; •Southern Oregon University, News Dept., June-Aug. 2015; •Phoenix High School, News Dept., Feb.-June 2015.
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"> ▸ On July 8, 2015, a student from St. Mary's College "shadowed" members for our news department. ▸ On July 22 and 23, 2015, a student from North Medford High School "shadowed" members for our creative services department.

**KOBI(TV), KOTI(TV), K32DY
EEO PUBLIC FILE REPORT
October 1, 2015-September 30, 2016¹**

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
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

¹ This Report was revised in April 2017 to address reporting issues.

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

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
1	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602)496-9415	N	0
2	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org ; bufor@bufor.com ; apulido@bufor.org (503) 282-7973	Y	0
4	College of the Siskiyous 800 College Avenue, Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375, ext. 5375	Y	0
5	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (541) 553-1924	N	0
6	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575, ext. 5513	N	0
7	Klamath Community College (Bulletin Board) 7390 South 6 th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
8	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
9	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Chelsea Morris kobiall@kobi5.com (541) 779-5555	N	1
10	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Brette Bliss kotiall@koti2.com (541) 882-2222	N	0
11	Medialine 1209 Wood Valley Rd., Augusta, GA 30909 Contact: Rich Everitt medialine@medialine.com 706-364-7564	Y	0
12	National Lesbian & Gay Journalists Assoc. 1420 K St., NW, Suite 910, Washington, DC 20005 Brian Salkin, Executive Assistant info@nlgja.org 202-588-9888, ext. 10	N	0
13	Oregon Association of Broadcasters (OAB) 7150 S.W. Hampton St., Suite 240 Portland, OR 97223 Contact: Shannon Johnson theoab@theoab.org (503) 443-2299	N	0
14	Oregon State University – Academic Advisor Katrina Machorro 2150 SW Jefferson Way, Corvallis, OR 97331 Katrina.machorro@oregonstate.edu 541-737-6709	N	0

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

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

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

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

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
29	Southern Oregon University: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
30	Southern Oregon University: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
31	Southern Oregon University: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (541) 552-6181	N	0
32	Southern Oregon University: Marketing Director 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jim Beaver beaverj@sou.edu (541) 552-6093	N	0
33	Southern Oregon University: Student Affairs 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: James Klein Student_affiars@sou.edu (541) 552-6221	N	0
34	The Job Council 673 Market Street, Medford, OR 97504 Contact: Linda Lochard/Jim Fong lindal@jobcouncil.org / jimf@jobcouncil.org (541) 842-2570	N	0
35	University of Idaho, Moscow (News only) School of Journalism and Mass Media Shoup Hall Moscow, ID 83844 Contact: Glenn Mosley gmosley@uidaho.edu (208)855-6020	Y	0

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
36	University of Nebraska, Lincoln – College of Journalism & Mass Communications 147 Andersen Hall, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu 402-472-3047	N	0
37	University of Nebraska, Lincoln – College of Journalism & Mass Communications 147 Andersen Hall, Lincoln, NE 68588 Contact: Rick Alloway Ralloway1@unl.edu 402-472-6856	N	0
38	University of Oregon – Career Services 1585 E 13 th Ave., Eugene, OR 97403 Contact: Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
39	University of Oregon Email - School of Journalism 1585 E 13 th Ave., Eugene, OR 97403 Contact: Jim Upshaw jupshaw@uoregon.com (541) 346-3745	N	0
40	University of Oregon – Career and Academic Advisor 1585 E 13 th Ave., Eugene, OR 97403 Contact: Julia Morrill jmorrill@uoregon.edu 541-346-8709	N	0
41	University of Southern California – Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu (213) 740-6045	N	2
42	Washington State University – Edward R. Murrow College of Communication PO Box 642520, Pullman, WA 99164 Contact: Laura Dubowski Laura.dubowski@wsu.edu 509-335-4839	N	0

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
43	Washington State University – Edward R. Murrow College of Communication PO Box 642520, Pullman, WA 99164 Contact: Lucrezia Cuen Paxson Lc.paxson@wsu.edu 509-335-8857	N	0
44	Washington State University (CACD) Edward R. Murrow College of Communication PO Box 642520 Pullman, WA 99164 Contact: Marvin Marcelo mmarcelo@wsu.edu	N	2
45	Willamette University Career Center 900 State Street, Salem OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
46	Craig's List Medford, OR http://medford.craigslislist.org/	N	9
47	KOBI-TV Website www.localnewscomesfirst.com ; www.kobi5.com	N	1
48	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem OR, 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
49	Oregon Institute of Technology 3201 Campus Dr., Klamath Falls, OR 97601-8801 http://www.oit.edu/career Contact: David Westhart david.westhart@oit.edu Tel: 541-851-5020, Fax: 541-885-1022	N	0

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
50	Oregon State University - Internship Coordinator and Placement Supervisor for New Media Communications Department www.Oregonstate-csm.symplicity.com/employer Contact: Jeff Hale jhale@oregonstate.edu (541)737-1942	N	0
51	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk, (541) 956-7500 www.roguecc.edu/employment	N	0
52	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com careerservices@sou.edu (541)552-6213	N	0
53	Career Page (national job bank for broadcasters) www.careerpage.org	N	0
54	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	3
55	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw (541) 346-3745 www.Uocareer.uoregon.edu	N	0
56	KOBI-TV - Bulletin Board (internal) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
57	Non-Employee Referral	N	3
58	Unknown Referral Source	N	0
59	Employee Referral	N	2

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

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

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

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	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.
2	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.
3	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.
4	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.
5	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.
6	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">•South Medford High School, News Dept., Oct.–Dec 2015;•Southern Oregon University, News Dept., Feb.–June 2016;•Ashland High School, News Dept., June–Aug. 2016.

TAB B

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

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobi11@kobi5.com (541) 779-5555	N	0
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7th Street, Klamath Falls, OR 97601 Contact: Ben Kintner koti11@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (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.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machorro@oregonstate.edu (541) 737-1000	N	0
17.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roguecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roguecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roguecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roguecc.edu 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.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 541-245-7504	N	0
25.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roquecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (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.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (541) 552-6181	N	0
36.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (<i>News only</i>) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson Lc.paxson@wsu.edu (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.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (509) 335-8835	N	0
44.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
45.	Craig's List-Medford, OR http://medford.craigslist.org/	N	1
46.	KOBI-TV Website www.localnewscomesfirst.com	N	1
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
48.	Oregon Institute of Technology 3201 Campus Dr., Klamath Falls, OR 97601-8801 www.oit.edu/career Contact: David Westhart david.westhart@oit.edu Tel: 541-851-5020 Fax: 541-885-1022	N	0
49.	Oregon State University – Web Postings www.oregonstate-csm.symplicity.com/employer Contact: Mike Mays Mike.mays@oregonstate.edu (541) 737-0520	N	0
50.	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk www.roguecc.edu/employment (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.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
52.	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (541) 346-3745	N	0
55.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	Employee Referral	N	4
59.	Washington State University (CACD) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0
Total Interviewees			6

King, Dawn

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 Siskiyou; 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 Medica Center; SOU English Department; SOU Journalism Department - Eric Palmer; SOU Rogue Valley TV; SOU Somcommunications 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 Sate University - M. Marcelo; Washington State University - Lisa Laughter; Washington State University - Lucrezia Paxon; Willamette University - Connie Ralph
Subject: Job Opening KOBI-TV/NBC5 - Human Resources Director

Hello friends of KOBI-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 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**

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
13.	National Lesbian & Gay Journalists Assoc. 1420 K St NW Suite 910, Washington, DC 20005 Brian Salkin, Executive Assistant info@nljja.org 202-588-9888 ext. 10	N	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (541) 737-1000	N	0
16.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machorro@oregonstate.edu (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.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roquecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roquecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roquecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roquecc.edu 541-245-7504	N	0
24.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 541-245-7504	N	0
25.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roquecc.edu 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.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (541) 552-6181	N	0
36.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (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.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (<i>News only</i>) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson Lc.paxson@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (509) 335-8835	N	0
44.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (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.	KOBI-TV Website www.localnewscomesfirst.com	N	1
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
50.	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk www.roguecc.edu/employment (541) 956-7500	N	0
52.	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
53.	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (541) 346-3745	N	0
55.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
59.	Washington State University (CACD) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0
61.	YouTube (<i>active candidate sourcing/self-referral</i>) www.youtube.com 901 Cherry Ave. San Bruno, CA 94066 Fax: (650)253-0001	N	4
Total Interviewees			5

King, Dawn

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 Humanitites/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 Medica Center; SOU English Department; SOU Journalism Department - Eric Palmer; SOU Rogue Valley TV; SOU Somunications 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 Sate 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>

KOBI 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 or to the physical address below.

Craig Smullin, News Director
KOBI 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: KOBI-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: KOBI 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
 KOBI TV NBC5/KOTI 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**

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobiall@kobi5.com (541) 779-5555	N	0
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Ben Kintner kotiall@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (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.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machorro@oregonstate.edu (541) 737-1000	N	0
17.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roquecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roquecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roquecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roquecc.edu 541-245-7504	N	0
24.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 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.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roquecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (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.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (<i>News only</i>) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson Lc.paxson@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (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.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
46.	KOBI-TV Website www.localnewscomesfirst.com	N	0
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
49.	Oregon State University – Web Postings www.oregonstate-csm.symplicity.com/employer Contact: Mike Mays Mike.mays@oregonstate.edu (541) 737-0520	N	0
51.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
52.	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
53.	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (541) 346-3745	N	0
55.	KOBI-TV - Bulletin Board (<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.	Washington State University (CACD) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0
60.	Walk-In/Self-Referral	N	1
Total Interviewees			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: csmullin@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

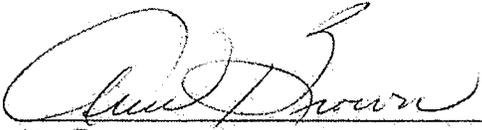
On behalf of California Oregon Broadcasting, Inc. ("COBI"), licensee of KOBI(TV), Medford, Oregon (FIN 8260) and its commonly owned stations KOTI(TV), Klamath Falls, Oregon (FIN 8284), and K32DY, Medford, Oregon (FIN 8309) (the "SEU"), the undersigned confirms that the following recruitment sources were used¹ for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

Recruitment Sources Used²
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

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

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

Recruitment Sources Used²
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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Viewing Job: 5594/News Anchor / Producer

Profile View Position Information Contact Information Posting Information Miscellaneous 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.

***Job ID:** 5594

***Position Title:** News Anchor / Producer

Organization Name: KOBI-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:** KOBI-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. KOBI TV is located in the beautiful Rogue Valley of Southern Oregon and is located in Medford. We are an Equal Opportunit 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**

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobiall@kobi5.com (541) 779-5555	N	0
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Ben Kintner kotiall@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (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.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machorro@oregonstate.edu (541) 737-1000	N	0
17.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roquecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roquecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roquecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roquecc.edu 541-245-7504	N	0
24.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 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.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roquecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	1
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (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.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (<i>News only</i>) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxon Lc.paxon@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (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.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
46.	KOBI-TV Website www.localnewscomesfirst.com	N	0
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
49.	Oregon State University – Web Postings www.oregonstate-csm.symplicity.com/employer Contact: Mike Mays Mike.mays@oregonstate.edu (541) 737-0520	N	0
50.	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk www.roguecc.edu/employment (541) 956-7500	N	0
51.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
52.	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
53.	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (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.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	Employee Referral	N	0
59.	Washington State University (<i>CACD</i>) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0
62.	Internship Program	N	1
Total Interviewees			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 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 used¹ for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

Recruitment Sources Used²
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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
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

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

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

Recruitment Sources Used ²
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

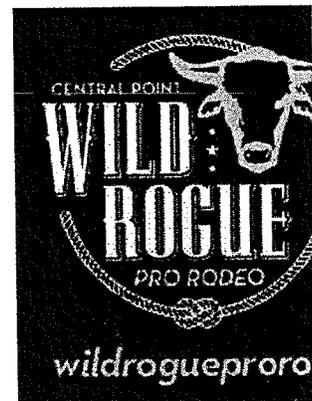
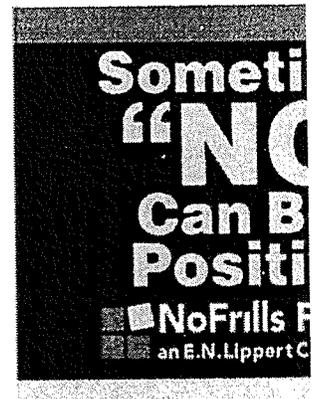
Apply to [Craig Smullin](#)

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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 or Craig Smullin, KOBİ-TV NBC5 News, 125 South Fir, Medford, OR 97501, EOE

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3001 Biddle Road, Medford, OR 97504 (877) 399-4672



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**

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobi11@kobi5.com (541) 779-5555	N	1
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Ben Kintner koti11@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (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.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machorro@oregonstate.edu (541) 737-1000	N	0
17.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roquecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roquecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roquecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roquecc.edu 541-245-7504	N	0
24.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 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.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roquecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (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.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (News only) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson Lc.paxson@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (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.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
46.	KOBI-TV Website www.localnewscomesfirst.com	N	1
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
49.	Oregon State University – Web Postings www.oregonstate-csm.symplicity.com/employer Contact: Mike Mays Mike.mays@oregonstate.edu (541) 737-0520	N	0
51.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
52.	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
53.	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (541) 346-3745	N	1
55.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	Employee Referral	N	1

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

Kelly Sprunger

From: Kelly Sprunger <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. 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 used¹ for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

Recruitment Sources Used²
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
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

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

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

Recruitment Sources Used²
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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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**

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewe personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobiall@kobi5.com (541) 779-5555	N	0
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Ben Kintner kotiall@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (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.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machooro@oregonstate.edu (541) 737-1000	N	0
17.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roquecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roquecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roquecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roquecc.edu 541-245-7504	N	0
24.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 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.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roquecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (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.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (<i>News only</i>) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxon Lc.paxon@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (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.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
46.	KOBI-TV Website www.localnewscomesfirst.com	N	0
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
49.	Oregon State University – Web Postings www.oregonstate-csm.symplicity.com/employer Contact: Mike Mays Mike.mays@oregonstate.edu (541) 737-0520	N	0
51.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
52.	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
53.	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (541) 346-3745	N	0
55.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	Employee Referral	N	1

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

Kelly Sprunger

From: Kelly Sprunger <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 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 KOBİ(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 used¹ for all positions reported on the SEU’s EEO Public File Report for the period of October 1, 2014-September 30, 2015.

Recruitment Sources Used²
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
KOBİ-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

¹ In some instances, not all recruitment sources are displayed as the SEU’s email contact group was truncated when captured.

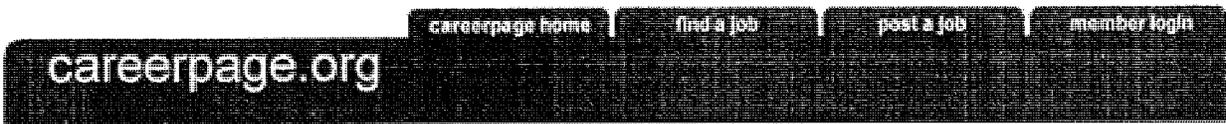
² Complete recruitment source contact information appears on the SEU’s EEO Public Report.

Recruitment Sources Used ²
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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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 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**

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobiall@kobi5.com (541) 779-5555	N	0
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Ben Kintner kotiall@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (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.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machorro@oregonstate.edu (541) 737-1000	N	0
17.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roquecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roquecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roquecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roquecc.edu 541-245-7504	N	0
24.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 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.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roquecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (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.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (<i>News only</i>) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson Lc.paxson@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (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.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
45.	Craig's List-Medford, OR http://medford.craigslist.org/	N	1
46.	KOBI-TV Website www.localnewscomesfirst.com	N	0
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	4
48.	Oregon Institute of Technology 3201 Campus Dr., Klamath Falls, OR 97601-8801 www.oit.edu/career Contact: David Westhart david.westhart@oit.edu Tel: 541-851-5020 Fax: 541-885-1022	N	0
50.	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk www.roguecc.edu/employment (541) 956-7500	N	0
51.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
53.	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
55.	KOBI-TV - Bulletin Board (<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>
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 -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 used¹ for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

Recruitment Sources Used²
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
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

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

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

Recruitment Sources Used ²
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 -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

 **Send Resume**

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**

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobi11@kobi5.com (541) 779-5555	N	0
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Ben Kintner koti11@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (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.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machorro@oregonstate.edu (541) 737-1000	N	0
17.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roquecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roquecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roquecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roquecc.edu 541-245-7504	N	0
24.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 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.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roguecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (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.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (News only) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson Lc.paxson@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (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.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
46.	KOBI-TV Website www.localnewscomesfirst.com	N	0
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
51.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
52.	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
53.	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	0
54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (541) 346-3745	N	0
55.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
59.	Washington State University (CACD) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0
60.	Walk-In/Self-Referral	N	1
Total Interviewees			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 Tr

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

On Nov 14, 2014, at 1:35 PM, "Kelly Sprunger" <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 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 used¹ 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

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

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

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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



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*: To be considered a paid position, the pay must be minimum wage or higher.

- Full Time Entry Level
- Full Time Experienced
- Internship or Co-op (paid minimum wage or higher)
- Internship or Co-op (unpaid or less than minimum wage)
- Off Campus Part Time Employment
- On Campus Non Student Employment
- Volunteer

Are you a third-party recruiter*: "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.

Yes * No

Position Title*: If you have copied an existing position, scroll to the end of the title and delete the following (copy).

Anchor/Reporter

Location*:

Location
Nation Wide*
 Yes * No
City*
 Enter the City
 Medford
State/Province*
 Enter the State/Province
 Oregon
Country*
 Enter the Country
 United States

Position Description*:

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

Attachment(s) - Optional:

Position Function*: Press CTRL and then click to select multiple items.

- Advocacy
- Agriculture/Natural Resources/Environment
- Architecture
- Arts/Design/Planning
- Communication

Position Description - Optional Information

Number of Openings*: Enter the number of positions available for this job posting.

1

Requisition/Position ID #: Enter a requisition or position ID # to make this position easier to track.

Desired Start Date:

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**

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobi11@kobi5.com (541) 779-5555	N	0
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Ben Kintner koti11@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (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.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machooro@oregonstate.edu (541) 737-1000	N	0
17.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roquecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roquecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roquecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roquecc.edu 541-245-7504	N	0
24.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 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.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roquecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (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.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (<i>News only</i>) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson L.c.paxson@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (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.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
46.	KOBI-TV Website www.localnewscomesfirst.com	N	1
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
51.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
52.	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
53.	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	2
54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (541) 346-3745	N	0
55.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
56.	Non-Employee Referral	N	1
59.	Washington State University (CACD) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0

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

Email

Kelly Sprunger

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 Job Opening at KOBI-TV/NBC5 - News Anchor / Producer'
Subject:
Attachments: image001.png

Anchor/Producer

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. Benefit package included.

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

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



Kelly Sprunger
Administrative Assistant
KOBI 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 used¹ 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 ²
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
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

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

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

Recruitment Sources Used ²
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

- My Company Information
- Create New Listing
- Manage Listings

News Anchor/Producer (ID 1143833)

Status: Pending Review

Job Information

Anchor/Producer:

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 Calisto Media Oregon Broadcasting Inc., is one of four television stations in the group. A good driving record and drug screening are pre-employment requirements. Bonus package included.

Please send a cover letter, web link to your reel and your resume to csmulin@kobi5.com or to the physical address listed below.

Craig Smolin, News Director
 KOBI-TV / NBC5
 125 South Fir Street
 Medford, OR 97501

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)

Contact

Match Preference: Job Seeker Match
 Referrals Requested: no limit
 Contact Name: Craig Smolin (News Director)

Apply by mail to:
 KOBI-TV NBC 5
 125 South Fir Street
 Medford, OR 97501-0240
 Email: csmulin@kobi5.com

Job Seekers are Required to contact an Oregon Employment Department office to receive further instructions for this Job Listing.

Contact Instructions to Job Seeker:
 Please send a cover letter, web link to your reel and your resume to csmulin@kobi5.com or to the physical address listed below.

Craig Smolin, News Director
 KOBI-TV / NBC5
 125 South Fir Street
 Medford, OR 97501

Computer Skills

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	Required
use Word	Preferred
apply page layout and composition techniques	Preferred
use spreadsheet software	Preferred
use Excel	Preferred
use Quattro Pro	Preferred
use email software	Preferred
use Outlook	Required
use database software	Preferred
use Access	Preferred
use FileMaker	Preferred
use bookkeeping software	Preferred
use QuickBooks Pro	Preferred
use QuickBooks	Preferred
use MAS 90 or Sage 100 ERP	Preferred
use desktop publishing software	Required
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

Job Classification

Job Classification: Editors
 Experience Required: At least 2 years

Skills

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

Licenses/Certifications

None Selected

Job Requirements

Minimum Level of Education: None
 Minimum Age: No Minimum Age requirement.
 Gender: No Gender requirement.

Employer will perform:
 a drug test a background check a DMV records check

DMV Information

Required Driver License: Personal (Class C)
 Preferred Driver License: None
 Justification for Requiring Driver License:
 Company Vehicle

Compensation & Benefits

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

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

Work Site

KOBI-TV NBC 5
 125 South Fir
 Medford, OR 97501
 Match Area: Medford

Recruitment Results Information

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 this Job Listing's contact information via iMatchSkills): 0

Job Listing Status Information

Application Deadline: Jun 30, 2014
 Job Listing created on: May 29, 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

Company Profile

KOBI-TV NBC 5 (ID 14956)

Physical Address: 125 South Fir Street
 Mailing Address: PO Box 1469

2 of 3

5/30/2014 11:00 AM

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

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobiall@kobi5.com (541) 779-5555	N	0
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Ben Kintner kotiall@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (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.	OSU: Academic Advisor for News Media 122 Kerr Administration Building Corvallis, OR 97331 Contact: Katrina Machorro Katrina.machorro@oregonstate.edu (541) 737-1000	N	0
17.	OSU: Journalism Advisor 122 Kerr Administration Building Corvallis, OR 97331 Contact: Steven Sandberg Steven.sandberg@oregonstate.edu (541) 737-1000	N	0
18.	OSU: Associate Director 122 Kerr Administration Building Corvallis, OR 7331 Contact: Kami Hammerschmith Kami.hammerschmith@oregonstate.edu (541) 737-1000	N	0
20.	RCC: Computer Science/ Graphic Design Instructor 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Leslie Wilson lwilson@roquecc.edu 541-956-7500	N	0
21.	RCC: Adult Basic Skills and Career Training Director 117 S. Central Ave., Medford, OR 97501 Contact: Laurie Rydell lrydell@roquecc.edu 541-245-7820	N	0
22.	RCC: Workforce and College Prep Dean 117 S. Central Ave., Medford, OR 97501 Contact: Linda Renfro lrenfro@roquecc.edu 541-956-7116	N	0
23.	RCC: Humanities and Communications Chair 3345 Redwood Hwy., Grants Pass, OR 97527 Contact: Vern Underwood vunderwood@roquecc.edu 541-245-7504	N	0
24.	RCC: Communications and Theater Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Doran O'Donnell dodonnell@roquecc.edu 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.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roguecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (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.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (<i>News only</i>) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson Lc.paxson@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (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.	Willamette University Career Center 900 State Street, Salem, OR 97301 Contact: Connie Ralph cralph@willamette.edu Cs-job-postings@willamette.edu (503) 370-6413	N	0
46.	KOBI-TV Website www.localnewscomesfirst.com	N	0
47.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem, OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn 541-776-6060	N	0
51.	Southern Oregon University: Career Center 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact (Career Services): Sharon Fink www.sou-csm.symplicity.com (541) 552-6213	N	0
52.	Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	0
53.	Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Phone: (760) 754-8177, Fax: (760) 754-2115	N	1
54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (541) 346-3745	N	0
55.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
58.	Employee Referral	N	1
59.	Washington State University (CACD) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0

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

Kelly Sprunger

From: Kelly Sprunger <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 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 used¹ for all positions reported on the SEU's EEO Public File Report for the period of October 1, 2014-September 30, 2015.

Recruitment Sources Used²
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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
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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Recruitment Sources Used²
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>
Sent: Thursday, January 22, 2015 11:21 AM
To: kobiall@kobi5.com; 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.

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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 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**

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Arizona State University 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mark Lodato Mark.lodato@asu.edu (602) 496-9415	N	0
2.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe or Roland Robinson kwitkoe@bates.ctc.edu ; rrobinson@bates.ctc.edu (253) 680-7000	N	0
3.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston alivingston@bufor.org (503) 282-7973	Y	0
4.	College of Journalism and Mass Communication ANDN 147, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	0
5.	College of the Siskiyous 800 College Avenue Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375 ext. 5375	Y	0
6.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (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.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Rhonda Malone, Social Service rmalone@cowcreek.com 541-677-5575 ex5513	N	0
8.	Klamath Community College (Bulletin Board) 7390 South 6th Street, Klamath Falls, OR 97603 Contact: Kristy English English@klamathcc.edu Tel: (541) 882-3521	N	0
9.	KLSR FOX TV - Bulletin Board (internal) 2940 Chad Drive, Eugene, OR 97408 FoxTeeVee@aol.com Contact: Mark Metzger (541) 683-3434	N	0
10.	KOBI-TV – Email (internal) 125 South Fir, Medford, OR 97501 Contact: Ann Brown kobiall@kobi5.com (541) 779-5555	N	0
11.	KOTI-NBC2 - Bulletin Board & Email (internal) 222 S. 7 th Street, Klamath Falls, OR 97601 Contact: Ben Kintner kotiall@koti2.com (541) 882-2222	N	0
12.	Medialine P.O. Box 51909, Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073	Y	0
14.	Oregon Association of Broadcasters 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Bill Johnstone theoab@theoab.org (503) 443-2299	N	0
15.	Oregon State University (OSU): Broadcast Coordinator 122 Kerr Administration Building Corvallis, OR 97331 Contact: Bill Gross Bill.gross@oregonstate.edu (541) 737-1000	N	0

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

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25.	RCC: Training Services Coordinator 117 S. Central Ave., Medford, OR 97501 Contact: Jan Richardson jrichardson@roquecc.edu 541-245-7500	N	0
27.	SOU: Rogue Valley TV c/o Director of Business Services 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Pete Belcastro, Howard Schreiber rvtv@sou.edu , schreibh@sou.edu (541) 552-6395	N	0
28.	SOU: Student Employment Office 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks brooksm@sou.edu (541) 552-8553	N	0
29.	SOU: Journalism 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer palmere@sou.edu (541) 552-8433	N	0
30.	SOU: Emerging Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: R. Casserly casserlyr@sou.edu (541) 552-6411	N	0
31.	SOU: Communication Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters watersj@sou.edu (541) 552-6423	N	0
32.	SOU: Art Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada mindada@sou.edu (541) 552-6386	N	0
33.	SOU: English Department 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Edwin Battistella BattistE@sou.edu (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.	The Job Council 673 Market Street, Medford, OR 97504 Contact: Amanda Browser amandab@jobcouncil.org (541) 842-2570	N	0
37.	University of Southern California Annenberg Student & Career Services 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara Suzannea@usc.edu Tel: (213) 740-6045	N	0
38.	University of Idaho, Moscow (News only) School of Journalism and Mass Media Shoup Hall Moscow, ID 3844 Contact: Glenn Mosley gmosley@uidaho.edu (208) 855-6020	Y	0
39.	University of Oregon - Career Services 1275 University of Oregon, Eugene, OR 97403-1275 Bill Morrill bmorrill@uoregon.com (541) 346-3745	Y	0
41.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: Lisa Laughter llaughter@wsu.edu (509) 335-7333	N	0
42.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: L. Paxson Lc.paxson@wsu.edu (509) 335-8857	N	0
43.	Washington State University 1 Northeast Stadium Way Pullman, WA 99163 Contact: M. Marcelo mmarcelo@wsu.edu (509) 335-8835	N	0

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

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54.	University of Oregon Website Posting - Career Center 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw www.uocareer.uoregon.edu (541) 346-3745	N	0
55.	KOBI-TV - Bulletin Board (internal) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	0
56.	Non-Employee Referral	N	1
59.	Washington State University (CACD) 180 Lighty Student Services Building PO Box 641061 Pullman, WA 99164 www.wsu-csm.symplicity.com/employers	N	0
Total Interviewees			2

Ann Brown

From: Kelly Sprunger <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 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