

**KOBI(TV), KOTI(TV), K32DY, K34KJ-D,
K36BX-D, K39CL, K41JQ, K47DV-D, K50FW
EEO PUBLIC FILE REPORT
October 1, 2008-September 30, 2009**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	KOBI / KOTI hosted 4 high school students during the reporting period as follows: - During the fall of 2008, 1 student interned in News. - During the winter of 2009, 2 students interned in News. - During the Spring of 2009, 1 student interned in News.
2	Event or Program Sponsored by Educational Institutions Relating to Broadcast Careers	- During the summer of 2009, one person job shadowed in our Sales Department with the Manager and Account Executives.
3	Participate in Job Fair	On October 11, 2009, the stations participated in the Job & Career Fair hosted by Rogue Community College and Southern Oregon University on the Medford campus. Station participants included Human Resources Director.
4	Activity Designed to Disseminate Information as to Employment Opportunities in Broadcasting	Between October 10 and December 9, 2008, eighty high school students took advantage of an invitation from KOBI to meet with our stations' General Manager who told them about the jobs in television and what station managers look for when they interview applicants. The participating students came from 20 high schools in the coverage area. They received a written description of what work is performed in each department and how the departments interact with one another. The goal was to further educate the visitors as to how they might fit into the broadcast work force.

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	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
5	Training Programs Designed to Help Employees Gain Skills to Advance to Higher Level Positions	<p>We seek to further educate our staff to further enhance their career paths. Training sessions in the reporting period include the following:</p> <p>-On September 18, 2009, 3 managers attended meetings at the Oregon Association of Broadcasters' Fall Conference. The sessions covered a wide variety of topics, including Sales, Legislative Matters, and Management relevant to broadcasters.</p> <p>-On September 11, 2009, the General Manager, Human Resources Director and Special Projects Coordinator attended a seminar called "Social Media."</p> <p>-On August 24, 2009, 6 managers attended a workshop, "Effective Onboarding: How to Engage, Motivate and Retain New Hires."</p> <p>-On August 18, 2009, the Traffic Manager attended a workshop called, "Business and Personal Success."</p> <p>-On December 19, 2008, our Creative Services Producer attended a seminar called "Managing Multiple Priorities, Projects and Deadlines."</p>

Summary (for in house use only)

#1 Internships (count as 1)

#2 Event/Program by Edu. Inst. (count as ¼)

#3 Job Fair (count as ¼)

#4 Disseminate Information (count as 1)

#5 Training Programs (count as 1)

Total: 3-1/2 initiatives