

EEO Public File Report

This report covers the reporting period: October 1, 2021-September 30, 2022

Stations covered by this report include:

KLBR Bend (Facility ID 89855)
KLCC Eugene (Facility ID 36522)
KLCO Newport (Facility ID 36516)
KLFO Florence (Facility ID 88117)
KLFR Reedsport (Facility ID 82437)
KMPQ Roseburg (Facility ID 89864)

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Vacancy Information

There were 3 full-time positions filled during the reporting period.

Full-time Positions Filled by Job Title	Recruitment Source of Hires	Total Number of Interviewees for Position
(1) Public Affairs Host	LaneCC HR Site	11
(2) Director of Membership	Indeed.com	12
(3) Reporter	LaneCC HR Site	1
		Total Number of Persons Interviewed During Reporting Period
		24

Recruitment Sources

Source	Number of Interviewees Source Provided During Period	Full-Time Positions for Which Source Was Utilized
Social Media	3	1, 2

Unknown referral	3	n/a
Indeed.com	5	1, 2
Lane CC HR	6	1, 2, 3
Current.org	2	1, 2
LinkedIn	1	1, 2
cpb.org	4	1, 2
greaterpublic.org	0	1, 2
oab.org	0	1, 2
SPJ Oregon	0	1

Recruitment and Professional Development Activities

Type of Activity	Description
Internship & Fellowship Programs	<p>KLCC offers internship opportunities within the following departments and/or programs: News, Programming, Marketing/Events, Foundation and Membership</p> <p>Participated in the University of Oregon Snowden Program for Excellence in Journalism. Nathan Wilk served as a paid KLCC News intern during summer 2022, filing daily reports for broadcast & digital and editing content on a wide array of topics.</p> <p>KLCC reporter Brian Bull conducted a seminar for professional journalists on covering Native/Indigenous issues and connecting with sources, September 20, 2022.</p>
Scholarship Programs	<p>KLCC participated in Eugene Area Radio Stations (EARS) scholarship program. Applicants must be a resident of Benton, Coos, Deschutes, Douglas, Lane, Lincoln or Linn Counties in Oregon, pursuing a degree in broadcast journalism, management, production or other broadcast-related major at least half time. Minimum 2.5 GPA required.</p>
Employee Training Programs for Personal and Professional Development	<p>As a unit of Lane Community College, employees have access to a comprehensive program of professional development activities, in addition to tuition waivers for college courses.</p> <p>KLCC staff participated in a campus wide keynote speech by Sonia Nazario, Pulitzer Prize winning author of Enrique’s Journey on social issues such as hunger, drug addiction and immigration, September 22, 2022.</p> <p>KLCC’s General Manager attended a seminar offered by Lane Community College Human Resources on best practices for equitable recruitment, May 6, 2022.</p>

	<p>KLCC’s General Manager attended a Western States Public Radio discussion of an equitable hiring and recruitment “tool kit” developed for public broadcasting, December 2, 2021.</p> <p>KLCC employees have access to multiple “webinars” through its membership in Greater Public. KLCC management participated in forums on topics such as strengthening DEI communications and audience diversity research.</p> <p>KLCC employees have access to LinkedIn Learning. Topics include virtual leadership, home & work life balance and dealing with grief, loss and change.</p> <p>KLCC employees pursue a minimum of four hours of Cultural Competency Professional Development each year for training on topics including Foundations of Equity and Gender Identities.</p> <p>KLCC employees have access to a large library of SafeColleges training modules on topics such as Sexual Harassment Prevention, COVID-19 safety and diversity, equity and inclusion.</p>
<p>Participation in Job Banks and Career Fairs</p>	<p>KLCC was represented by Eugene Area Radio Stations at the University of Oregon summer internship and jobs fair, February 10, 2022. The event allows interested students to ask questions about the skills and knowledge needed for a successful career in broadcasting.</p>
<p>Workshops and Conventions</p>	<p>KLCC’s General Manager participated in the Public Radio SuperRegional Conference in Denver, Colorado, April 11-13, 2022. Sessions attended included Demystifying Diversity, Equity and Inclusion and Share of Ear Through A Multicultural Prism.</p> <p>KLCC’s interim News Director attended the Public Media Journalists Association annual conference in Seattle, June 22-24, 2022.</p> <p>KLCC’s General Manager attended the annual Western States Public Radio meeting and conference, December 2, 2021.</p>
<p>Networking, Recruitment and Continuing Education</p>	<p>KLCC’s News Director mentored students of the University of Oregon School of Journalism August-December 2021, providing guidance on print and online publishing strategies through the Wisconsin Project.</p>
<p>Other Activities and Affiliations</p>	<p>KLCC staff members are active participants in numerous industry and community organizations, providing networking, mentorship, recruiting and professional support. These include:</p> <p>Society of Professional Journalists (KLCC received 8 Northwest Excellence in Journalism Awards from the Oregon chapter in 2022.)</p> <p>Radio and Television Digital News Association (KLCC received five regional Edward R. Murrow Awards in 2022, including Overall Excellence in its division.)</p> <p>Public Media Journalists Association (KLCC was awarded 1st place honors for newscast, wildfire coverage and arts features in 2022. KLCC’s News</p>

	<p>Director was elected to serve on the board of directors.)</p> <p>Native American Journalists Association (KLCC reporter Brian Bull won four awards for his reporting in 2022.)</p> <p>Public Radio Program Directors Association</p> <p>Public Radio Development Organization</p> <p>Northwest News Network</p> <p>Western States Public Radio (KLCC General Manager Jim Rondeau serves on the organization's board of directors.)</p> <p>City Club of Eugene</p> <p>Rotary International</p> <p>Eugene Downtown Business Association</p>
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