

## EEO Public File Report

This report covers the reporting period: October 1, 2022-September 30, 2023

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)

### Contact information:

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### Vacancy Information

| <b>Full-time Positions Filled by Job Title</b> | <b>Recruitment Source of Hires</b> | <b>Total Number of Interviewees for Position(s)</b>                |
|--|------------------------------------|--|
| News Director                                  | 1                                  | 6  |
| Account Representative                         | n/a                                | 1  |
| Host & Reporter                                | 1                                  | 7  |
| Lead Reporter (2 positions)                    | 1, 10                              | 8  |
| Director of Business Development               | n/a                                | 3  |
| Host & Editor                                  | 1                                  | 1  |
|  |                                    | <b>Total Number of Persons Interviewed During Reporting Period</b> |
|  |                                    | 26   |

### Recruitment Sources

| Source  | Number of Interviewees Source Provided During Period | Full-Time Positions for Which Source Was Utilized |
|---|--|---|
| 1 Lane Community College Jobs Portal                            |  | 6   |
| 2 Indeed.com  |  | 5   |
| 3 CPB.org   |  | 5   |
| 4 OAB.org   |  | 5   |
| 5 KLCC.org & on-air   |  | 5   |
| 6 Current.org   |  | 5   |
| 7 PRPD.org  |  | 4   |
| 8 SPJ.org   |  | 4   |
| 9 Craigslist.org  |  | 1   |
| 10 Social media (Facebook, Twitter, Linked-in, Instagram, etc.) |  | 5   |

### Recruitment and Professional Development Activities

| Type of Activity                            | Description   |
|---|---|
| Internship, Volunteer & Fellowship Programs | <p>KLCC offers internship and/or volunteer opportunities within the following departments or programs: News, Programming, Marketing/Events, Foundation and Membership</p> <p>Participated in the University of Oregon Snowden Program for Excellence in Journalism. Chrissy Ewald served as a paid KLCC News intern during summer 2023, filing daily reports for broadcast &amp; digital and editing content on a wide array of topics.</p> |
| Scholarship Programs                        | <p>KLCC participates in the Eugene Area Radio Stations (EARS) scholarship program, which awarded \$10,000 in assistance to high school and college students in 2023. Applicants must be a resident of Benton, Coos, Deschutes, Douglas, Lane, Lincoln or Linn Counties in</p>   |

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|   | <p>Oregon, pursuing a degree in broadcast journalism, management, production or other broadcast-related major at least half time. Minimum 2.5 GPA required.</p>  |
| <p>Employee Training Programs for Personal and Professional Development</p> | <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 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>Lane Community College Job Fair, May 18, 2023. University of Oregon Job Fair, April 20, 2023, represented by EARS.</p>  |
| <p>Workshops and Conventions</p>  | <p>KLCC’s News Director attended the Public Media Journalists Association conference in San Antonio, Texas, June 21-23, 2023.</p> <p>KLCC’s Director of Membership and Outreach attended the Public Media Development and Marketing Conference in Atlanta, Georgia, July 11-13, 2023.</p> <p>KLCC’s General Manager attended the annual meeting of Western States Public Radio, including a presentation on Equitable Leadership presented by Minal Bopaiah.</p> <p>KLCC staff attended the Lane Community College Spring Conference, including a keynote address by intercultural consultant Jacqueline Oliveira and cultural sensitivity training presented by Philip Tajitsu Nash.</p> <p>KLCC Reporter Brian Bull conducted a September 20, 2022 presentation for journalists on Native American/Indigenous coverage, moderated a panel on Indigenous ecological knowledge for the Society of Environmental Journalists on September 28, 2022 and served as a panelist on effective Native American coverage at the October. 8, 2022 conference of the Society of Professional Journalists.</p> <p>KLCC Reporter Brian Bull was an industry mentor at the Next Generation Project/Native American Journalists Association conference, April 16-21, Syracuse, NY, providing professional development for emerging public media journalists.</p> |

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| Other Activities | KLCC staff participated in the Poynter Institute Digital Transformation Program, July 2022-April 2023, including sessions on identifying gaps in audience service and establishing a diverse, equitable and inclusive culture, presented by the Maynard Institute for Journalism Training. |
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