

EEO Public File Report

This report covers the reporting period: October 1, 2018 through September 30, 2019

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

Full-time Positions Filled by Job Title	Recruitment Source of Hires	Total Number of Interviewees for Position
Program Director	Corporation for Public Broadcasting	7
General Manager	Livingston Associates	10
KLCC Public Radio Foundation Fellowship	Next Generation Radio Project-Internal Referral	3
Total Number of Persons Interviewed During Reporting Period		20

Recruitment Sources

Source	Number of Interviewees Source Provided During Period	Full-Time Positions for Which Source Was Utilized
Lane Community College Human Resources Dennis Carr 4000 East 30th Avenue Eugene, OR 97405		3

541-463-5585		
Corporation for Public Broadcasting 401 9th St, NW Washington, D.C. 20004 202-879-9600		2
Next Generation Radio Project Brian Bull KLCC 136 West 8th Avenue Eugene, OR 97401 541-463-6000	2	1
Public Media Journalists Association P.O. Box 838 Sturgis, SD 57785 605-490-3033		2
Livingston Associates 7345 S Pierce St. Suite 101 Littleton, CO 80128 410.243.1974		2
Oregon Association of Broadcasters 3422 NW Bryce Canyon Ln Bend, OR 97703 (503) 443-2299		3

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, Development/Philanthropy and Membership</p> <p>Participated in the University of Oregon Snowden Program for Excellence in Journalism. Amy Brenneman served as a paid KLCC News intern during Summer, 2019, filing daily reports and editing content on a wide array of topics.</p> <p>The KLCC Public Radio Foundation Fellowship program. This full time paid reporting position is designed for aspiring journalists to hone their skills working in a dynamic public media newsroom. The fellow specializes in topics associated with diversity, including race, access, class differences and</p>

	<p>culture. Journalist Melorie Begay completed a one year term and Elizabeth Gabriel was chosen from a nationwide recruitment to succeed her as Foundation Fellow.</p> <p>KLCC Reporter Brian Bull served as a professional mentor at NPR's acclaimed Next Generation Radio training program, Austin Texas, August 2019.</p> <p>The KLCC Public Radio Foundation established a paid internship program providing professional experience working with KLCC's Director of Philanthropy. Micah Steward began a one year paid internship.</p>
Scholarship Programs	<p>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. Five scholarships were awarded, totalling \$10,500.</p> <p>Participated in the Eugene Area Radio Stations (EARS) RF Engineering internship program.</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>Participated in NPR "Host Con" training for newsmagazine hosts.</p> <p>Participated in the Lane Community College Spring Conference, May 3, 2019. KLCC anchor Angela Kellner facilitated the all campus panel "We Over Me."</p> <p>Participated in the Lane Community College Fall In-Service day, September 26, 2019, including the keynote presentation by Carla Gary, interim Co-Director of the Office of Equity, Diversity, and Inclusion for external community engagement at the Oregon Department of Education.</p>
Participation in Job Banks and Career Fairs	<p>Participated in the Lane Community College Job Fair, April 17, 2019, discussing broadcasting careers and distributing literature to interested students.</p>
Workshops and Conventions for Networking, Recruitment and Continuing Education	<p>Participated in Public Radio News Directors annual convention, June 12-13, 2019, Washington, D.C.</p> <p>Participated in Public Radio Program Directors annual convention, August 26-29, 2019, Minneapolis, MN.</p> <p>Participated in the Public Media Development and Marketing Conference, July 7-9, 2019.</p> <p>Participated in the Public Radio Super Regional Convention, October 16-18, 2019, New Orleans, LA.</p>

<p>Other Activities and Affiliations</p>	<p>KLCC staff members are active participants in numerous industry organizations, providing networking, mentorship, recruiting and professional support. These include:</p> <p>Native American Journalists Association (Journalist Karen Richards won the organization's Best Feature Award, Division III, "Native Languages Nudged Awake.")</p> <p>Society of Professional Journalists (Reporter Brian Bull won General News, Audio Reporting, Oregon Territory, for his story on homelessness in the City of Corvallis)</p> <p>Radio and Television Digital News Association (KLCC won a regional Edward R. Murrow award for Overall Excellence and Reporter Brian Bull was awarded a national Murrow award for Best Writing, Small Market Radio.)</p> <p>Public Radio News Directors Association (KLCC News accepted three awards at the organization's 2019 conference.)</p> <p>Public Radio Program Directors Association</p> <p>Public Radio Development Organization (KLCC Membership Director Kris Fox serves on the membership committee.)</p> <p>Rotary International</p>
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