

Southern Oregon Public Television, Inc.
EEO Public File Report
October 1, 2022 - September 30, 2023

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. Southern Oregon Public Television, Inc. (SOPBS) operates two digital television transmitters KSYS-DT and KFTS-DT serving, Curry, Douglas, Jackson, Josephine and Klamath Counties in Oregon and Modoc and Siskiyou Counties in California. This report is placed in the public inspection files and available on SOPBS's website.

The information in this report covers the time period beginning October 1, 2022, to September 30, 2023 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by company, web address and physical address if used.
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period:
4. Data reflecting the total number of persons interviewed for full-time vacancies
5. A list and brief description of the outreach initiatives undertaken.
6. Staff training designed to enable station personnel to acquire additional skills.

Appendices which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hire accepted the job offer. A person is considered "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1
 VACANCIES FILLED DURING REPORTING PERIOD

Date Hired	Job Title	Total Interviewed for the Position	Recruitment Source Referring the Hiree
11/17/2022	Media Asset Coordinator	3	SOPBS Website
2/15/2023	Education Manager	4	Word of Mouth
7/2/2023	Media Asset Coordinator	3	Word of Mouth

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Word of Mouth	4
SOPBS Website	4
Craigslist	1
LinkedIn	1
Total Number of Persons Interviewed During the Reporting Period	10

Resource Agencies

None of these organizations are entitled to vacancy notification.

1	Medford Mail Tribune	541-776-4382	PO Box 1108 Medford, OR 97501
2	Ashland Daily Tidings	541-776-4382	PO Box 1108 Medford, OR 97501
3	Oregon Employment Department	541-776-6060 iMatch Skills	119 N Oakdale Ave Medford, OR 97501
4	SOPBS Website	In House	www.sopbs.org
5	The Oregonian	www.oregonian.com	1320 SW Broadway Portland, OR 97201
6	Craigslist	www.craigslist.com	Online
7	Rogue Valley Jobs	www.roguevalleyjobs.net	Online
8	Public Broadcasting Service	www.connectpbs.org 703-739-5000	2100 Crystal City Dr. Arlington VA 22202-3785
9	The Job Council Work Source Oregon	541-776-5100	673 Market St Medford, OR 97504
10	MajorGiving	www.majorgiving.com	Search Firm

11	Adult & Family Services		800 Cardley Ave Medford, OR 97504
12	Society of Broadcast Engineers	www.sbe.org	Online
13	Jackson County RCC Diversity Office		1600 N Riverside 1001 Medford, OR 97501
14	Opus Radio	oscar@opusradio.com	Online
15	Corporation for Public Broadcasting	CPB.org	Online
16	Linkedin	www.linkedin.com	Online
17	Current Newspaper	jobs@current.org	Online
18	Internal Notification		
19	Word of Mouth		
20	Livingston and Associates	livingstonassociates.net 410-243-1974	7345 S Pierce St. Suite 101 Littleton, CO 80128

**SOPBS Annual EEO Public File Report
October 1, 2022 – September 30, 2023**

Narrative Report

RECRUITMENT INITIATIVES

SOPTV operates in the 140th television market in the United States which is classified as a small market. SOPBS is required to engage in at least two Recruitment Initiatives during each two-year period.

Outreach Initiative #1

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Interns

Shahar Miles 9/23

Outreach Initiative #2

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

See recruitment sheet.

Outreach Initiative #3

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Bi-Monthly

PBS Education, Ben Garcia 2022

PBS Education, Anna Ford 2023

Outreach Initiative #4

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

October 2022

What is NFFS? (10/5) – Mindy Gomes

PBS Traffic Advisory Council Webinar: Station FCC Filings (10/18) – Mindy Gomes, Phil Meyer

PBS Webinar: PBS KIDS Local Analytics Dashboard (10/19) – Phil Meyer

PBS Webinar: Articulating the Educational Value of PBS KIDS (10/27) – Phil Meyer

PBS Webinar: New GM Orientation: Diversity Equity & Inclusion (10/31) – Phil Meyer

Group Six (10/11) – Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Group Six (10/25) – Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

November 2022

Webinar - PBS KIDS & PBS LearningMedia Monthly Update (11/1) – Phil Meyer

Webinar - THE U.S. AND THE HOLOCAUST Resources for Libraries (11/8) – Phil Meyer

Webinar - Domo Webinar Series Review & Domo Ask Me Anything (Domo is analytics for PBS App and Passport) (11/16) – Phil Meyer

Webinar - YouTube TV Renewal Information Session (11/17) – Phil Meyer

Webinar - Next Gen Public Media Professional Learning Community Monthly Meeting (11/17) – Phil Meyer

Webinar - Planning Meetings Fit for Purpose (11/22) – Phil Meyer

Group Six (11/15) – Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Group Six (11/29) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

December 2022

CPB Station Activities Benchmarking Survey (All Sections) (12/14) – Mindy Gomes, Phil Meyer

NETA CEO Forum - Leadership Growth in Action (12/15) – Phil Meyer

Group Six (12/13) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

Group Six (12/27) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

January 2023

CPB Training: SAS (All Sections - TV and Radio) (1/24) – Mindy Gomes, Phil Meyer

CPB Training: Intro to Financial Reporting (1/25) – Phil Meyer

PBS New GM Orientation (1/25) – Phil Meyer

PBS sIX Monthly Update Webinar (1/26) – Phil Meyer

Group Six (1/10) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

Group Six (1/24) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

February 2023

CPB Training: What is NFFS? (2/1) – Phil Meyer

CPB Training: Completing the FSR (2/8) – Phil Meyer

TRAC Media Webinar: How Audiences Are Engaging with Pledge and PTV (2/15) – Phil Meyer

Group Six (2/14) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

Group Six (2/28) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

March 2023

NETA CEO Forum Series - Future of Education (3/9) – Phil Meyer

Catapult Fundraising, Inc - Steps to Increase Annual Fund Participation and Giving from the Institutional and Consulting Perspectives (3/15) – Phil Meyer

PBS Development Advisory Committee - Reinventing A Positive Culture of Fundraising at Your Station (3/22) – Phil Meyer

Wisconsin PBS - Media Literacy for Grades 3-5 (3/22) – Phil Meyer

CDP - Reach Beyond Pledge To Attract Donors and Grow Membership Revenue (3/23) – Phil Meyer

Group Six (3/14) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

Group Six (3/28) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

NETA Navigating Public Media Learns (3/29) – Mindy Gomes

SoCal – KCET – Family Math Engagement – Anna Ford

Media Literacy – Grades 3-5 – Anna Ford

Navigating Public Media – Anna Ford

April 2023

Everfi CPB Preventing Harassment and Discrimination: Gateway – Jan Abramsson, Christine Andrada-Henley, Aubrey Crocker, Anna Ford, Mindy Gomes, Jeff LeBeau, Robert Mead, Phil Meyer

Playful Media Literacy in Early Learning (4/3) – Phil Meyer

CPB Anti-Harassment Training (4/25) – Phil Meyer

Oregon Heritage Virtual Summit
Building a Volunteer Program (1/2 day each day) (4/27 and 4/28) – Phil Meyer

Group Six (4/11) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

Group Six (4/25) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

NETA – No Limits (personal organization) – Anna Ford

Family Engagement in Community Spaces – Anna Ford

PBS Books Library Webinar – Anna Ford

Learning Media Introduction – Anna Ford

May 2023

Everfi CPB Preventing Harassment and Discrimination: Gateway – Cindy Fields, Keegan Van Hook

KSPS Google Ad Grants Sharing Session (5/2) – Phil Meyer

TRAC Media Meeting (PBS Annual Meeting) (5/16) – Phil Meyer

PBS 2025 Strategic Journey (PBS Annual Meeting) (5/16) – Phil Meyer

PBS KIDS Breakout Session (PBS Annual Meeting) (5/17) – Phil Meyer

Oregon Cultural Trust: FY24 Panelist Orientation (5/22) – Phil Meyer

Group Six (5/9) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

Group Six (5/23) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

Passport Training for NGOC/Mvault with Taylor Dittmar and Sara Sambrook-Jones (5/31) – Christine Andrada-Henley, Aubrey Crocker, Mindy Gomes

WorkForce Ready Grant – Anna Ford

Media Literacy – PBS Wisconsin – Anna Ford

Media Literacy – KQED, San Francisco – Anna Ford

Equitable Libraries – Anna Ford

June 2023

Everfi CPB Preventing Harassment and Discrimination: Gateway – Tripp White

Group Six (6/13) – Jan Abramsson, Floyd Aragon, Brad Fay, Robert Hastings, Gretchen Isaacs, Tripp White

Group Six (6/27) – Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Tripp White

Media Literacy – Certification PBS Wisconsin, Anna Ford

July 2023

Everfi CPB Preventing Harassment and Discrimination: Gateway – Brad Fay, Tyler Posey

Group Six (7/11) – Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Tyler Posey, Tripp White

Group Six (7/25) – Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Tyler Posey, Tripp White

Membership & Passport in RevCRM (7/26) – Christine Andrada-Henley, Aubrey Crocker, Mindy Gomes

Teaching News Literacy in the Era of Hyper-Polarized Media – Anna Ford

SRL – Washington DC – Anna Ford

August 2023

Everfi CPB Preventing Harassment and Discrimination: Gateway – Floyd Aragon, Len Atencio, Gretchen Isaacs, Barb Weaver

PBS Passport & App Year in Review (8/3) – Mindy Gomes, Phil Meyer

Wildfire Coverage Certification Webinar (8/7) – Keegan Van Hook

PBS KIDS Brand Training Session (8/17) – Len Atencio, Anna Ford, Mindy Gomes, Phil Meyer

MSB RevCRM Training Kick-off (8/22) – Christine Andrada-Henley, Aubrey Crocker, Mindy Gomes, Phil Meyer

CDP Insights Launch Webinar (8/23) – Phil Meyer

CDP Insights Demo (8/30) – Phil Meyer

Group Six (8/8) – Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Tyler Posey, Tripp White

Group Six (8/22) – Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Tyler Posey, Tripp White

KQED – Youth Media Sharing – Anna Ford

Underwriting Webinar – Anna Ford

September 2023

Everfi CPB Preventing Harassment and Discrimination: Gateway – Shahar Miles

MSB Iterable Training Office hours (9/22) – Len Atencio, Phil Meyer

MSB Iterable Training Office hours (9/29) – Len Atencio, Phil Meyer

Group Six (9/12) – Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Tyler Posey, Tripp White

Teaching US History in Challenging Times – Anna Ford

ROI Solutions RevCRM Training – Christine Andrada-Henley, Aubrey Crocker, Mindy Gomes

Outreach Initiative #5 Mentoring

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, October 2022

Anna Ford presented Student Reporting Lab for Afterschool Club Students, March 2023

Anna Ford presented Student Reporting Lab for Afterschool Club Students, April 2023

Anna Ford presented Student Reporting Lab for Afterschool Club Students, May 2023

Anna Ford presented Student Reporting Lab for Afterschool Club Students, June 2023

Anna Ford presented to Housing Insecure Youth, Story Training, July 2023

Anna Ford presented to Housing Insecure Youth, Equipment Training, Aug 2023

Anna Ford presented to Housing Insecure Youth, Series Planning, Aug 2023

Anna Ford presented to Housing Insecure Youth, Fundraising Planning, Sept 2023