

KLSR-TV, KEVU-CD, K19GH-D
EEO PUBLIC FILE REPORT
October 1, 2015-September 30, 2016

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|--------------------|--|-------------------------------|
| Office Coordinator | 1-4, 6-9, 12-20 | 8 |
| Account Executive | 1-7, 9, 12-14, 16, 18-20 | 5 |

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|------------------|---|--|--|
| 1 | Southern Oregon University Women's Resource Center 1250 Siskiyou Boulevard Ashland, OR 97520 Contact: Deltra Ferguson wrc@sou.edu (541) 552-6216 | Y | 0 |
| 2 | Oregon Association of Broadcasters 9020 SW Washington Square Ste 140 Portland, OR 97223 theoab@theoab.org (503) 443-2299 | Y | 5 |
| 3 | Willamette University Career Center 900 State Street Salem OR, 97301 (503) 370-6413 cs-job-postings@willamette.edu | Y | 0 |
| 4 | State of Oregon: Employment Department 875 Union St. NE Salem OR, 97311 800-237-3710 www.employment.oregon.gov (information entered online) | N | 3 |
| 5 | Non-employee Referral | N | 1 |
| 6 | The Job Council 673 Market Street Medford, OR 97504 Contact: LindaD@jobcouncil.org (541) 776-5100 | Y | 0 |
| 7 | Crestview Cable 350 NE Dunham Prineville, OR 97754 Contact: Audrey Gautney Audrey@crestviewcable.com (541) 447-4342 | Y | 0 |
| 8 | Employee Referral | N | 3 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|------------------|--|--|--|
| 9 | Lane Community College 4000 E. 30th Avenue Eugene, OR 97405 Contact: careercenter@lanecc.edu (541)463-5223 | Y | 0 |
| 10 | Radio-Television News Directors Association 1600 K Street NW, Suite 700 Washington DC 20006-2838 rtnda@rtnda.org (800)807-8632 | N | 0 |
| 11 | Craigslist 1381 9 th Ave San Francisco CA 94122 craigslist.org (415)566-6394 | N | 0 |
| 12 | University of Oregon School of Journalism 1275 University of Oregon Eugene, OR 97403 Contact: Jimmy Grabow jgrabow@uoregon.edu (541) 346-8983 | Y | 0 |
| 13 | Bates Technical College 1101 S. Yakima Ave. Tacoma, WA 98405 cloiland@bates.ctc.edu (253) 680-7002 | Y | 0 |
| 14 | Medialine P.O. Box 51909 Pacific Grove CA 93950 Contact: Mark Shilstone medialine@medialine.com (800) 237-8073 | Y | 0 |
| 15 | KOBI(TV) Internal Posting / Candidate | N | 0 |
| 16 | Station Website: www.oregonsfox.com | N | 0 |
| 17 | KOTI(TV) Internal Posting / Candidate | N | 0 |
| 18 | KLSR-TV / KEVU-LP Internal Posting / Candidate | N | 2 |
| 19 | Mt. Hood Community College 26000 SE Stark St. Gresham, OR 97030 Contact: Bhaktirose Dawdy bhaktirose.dawdy@mhcc.edu (503) 491-6422 | Y | 0 |

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|--|--|--|--|
| 20 | University of Oregon Office of Multicultural Affairs 1255 Oregon Hall, Suite 164 Eugene, OR 97403 Contact: Lilly Parker lbarker@oregon.uoregon.edu (541) 346-2990 | Y | 0 |
| 21 | Walk-Ins | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD: | | | 14 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----------|--|---|
| 1 | Internship Program | A student from University of Oregon interned in the KLSR/KEVU Promotions Department from October 1 through December 12, 2015. |
| 2 | Internship Program | A student from University of Oregon interned in the KLSR/KEVU Promotions Department from January 4 through March 11, 2016. |
| 3 | Internship Program | A student from University of Oregon interned in the KLSR/KEVU Production Department from September 27 through December 1, 2016. |
| 4 | Event or Program Sponsored by Educational Institution Relating to Broadcasting Careers | On April 15, 2016 the General Manager and an Account Executive participated in a Q&A at the University of Oregon Fenton Hall. They discussed the broadcast industry and future employment and internship opportunities. This event was attended by approximately 20 students attending the university |
| 5 | Training program designed to help employees gain skills to advance to higher level positions | From June 20 through June 22, 2016 our Promotions Coordinator attended the FPEC 2016 Conference. The two day conference covered a wide variety of topics, from the makings of a good leader to promotional strategies and ideas. The goals were to further educate the attendees and to further enhance their career paths |
| 6 | Training program designed to help employees gain skills to advance to higher level positions | From September 15 through September 17, 2016 our General Manager attended the National Association of Broadcasters SMTE. The three day conference covered a wide variety of topics, from the best management practices to digital sales. The goals were to further educate the attendees and to further enhance their career paths. |
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