

EEO Public File Report

Licensee: Southern Oregon University (SOU)

Station Employment Unit (SEU): Jefferson Public Radio (JPR)

Licensed Stations: KSOR, KSBA, KSKF, KSMF, KSRS, KNSQ, KNCA, KSJK, KAGI, KSRG, KNYR, KNHT, KLMF, KLDD, KZBY, KHEC, KOOZ, KTBR, KMJC, KSYC, KPMO, KJPR, KNHM

Lease Managed Stations: KRVM-AM

Report Period: October 1, 2016 • September 30, 2017

Number of Full-Time Vacancies Filled: 0

Titles of Vacancies Filled	Reference Numbers of Recruitment Sources Utilized to Publicize Opportunity <small>(See Recruitment Sources below)</small>	Interviewee Recruitment Source Reference Numbers (Source Reference Number / Number of Interviewees)	Hiree Recruitment Source Reference Number

JEFFERSON PUBLIC RADIO

EEO Program Recruitment & Referral Sources • 10/1/2016 - 9/30/2017

#	RECRUITMENT SOURCE	ACCESS / ADDRESS	CONTACT
1	Internal - JPR Management & Staff	1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
2	JPR Website	ijpr.org / 1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
3	JPR Facebook Page	facebook.com/JeffersonPublicRadio	Eric Teel
4	Southern Oregon University Website	jobs.sou.edu	Angelica Cahee
5	Craigslist	medford.craigslist.org / SOU HR	Online Posting
6	Medford Mail Tribune	SOU HR	Angelica Cahee
7	Ashland Daily Tidings	SOU HR	Angelica Cahee
8	State of Oregon Employment Division	SOU HR	Angelica Cahee
9	Corporation for Public Broadcasting	cpb.org / 401 Ninth Street, NW, Washington, DC 20004-2129	Online Posting
10	Public Radio Program Directors	prpd.org (Jobs Page)	Online Posting
11	Current Newspaper	current.org	Victoria Mauhardt
12	Southern Oregon University Career Services	SOU Career Connection	Max Brooks
13	Monster.com	Automatically linked from jobs.sou.edu vacancy notice	
14	Indeed.com	Automatically linked from jobs.sou.edu vacancy notice	
15	National Association of Gay and Lesbian Journalists	saschelle@nlgja.org	Sachelle
16	Oregon Association of Broadcasters Job Bank	theoab@theoab.org	Online Posting
17	Public Media Journalists Facebook Page	facebook.com/groups/PublicMediaJournalists	Online Posting
19	TV and Radio Jobs	tvandradijobs.com	Online Posting

#	REFERRAL SOURCE	ACCESS / ADDRESS	CONTACT
1	Southern Oregon University	1250 Siskiyou Blvd / Ashland, OR 97520	Angelica Cahee
2	State of Oregon Employment Division	oregon.gov/employ/pages/default.aspx	Online Posting
3	Klamath Tribal Administration	P.O. Box 436, 501 Chiloquin Blvd. / Chiloquin, OR 97624	George Lopez
4	Rogue Workforce Partnership	100 E Main St. Suite A / Medford, OR 97501	Tami Allison
5	California Department of Employment	edd.ca.gov	Online Posting
6	Work Source Rogue Valley	http://worksourcerogue.org/	Online Posting

Outreach Initiatives

Since the Licensee's stations serve small markets, as defined by FCC Rule 73.2080 (47 C.F.R. § 73.2080) the licensee is required to perform two outreach initiatives during each two-year period. Nevertheless, the Licensee has engaged in more than two outreach initiatives during the 2016-2017 reporting period.

Internship / Volunteer Program: During the 2016-17 reporting period, the Licensee continued its Internship/Volunteer Program at the SEU. The program provides opportunities for general community members to learn skills that prepare them for employment in the broadcasting industry. The program reaches out broadly for participants. The Licensee publicizes the program during recruitment periods via on-air announcements on the Licensee's FM and AM radio stations serving portions of Oregon and California, and on the Licensee's website, www.ijpr.org. Director of FM Programming, Eric Teel, oversees the program.

The Program provides community members opportunities to produce and host music and public affairs programming on the Licensee's stations. The SEU typically has five to eight volunteer participants active in the station in a given week. Daily and weekly radio programs contributed to by the participants of the program include the *Retro Lounge*, *Modulation*, *First Concert*, *Late Night Blues*, *Open Air*, *The Folk Show*, *American Rhythm*, *Jazz Sunday*, *As It Was* and *Siskiyou Music Hall*.

This Program has been effective in developing candidates for positions in the broadcasting industry, and has produced full-time hires for the Licensee, NPR and other broadcasters.

Work Study / Scholarship Program: The station maintains a work study program for students of Southern Oregon University (SOU), a State of Oregon public university and the SEU's Licensee. This program provides hands-on opportunities for undergraduate and graduate university students to learn about broadcast industry rules, regulations and issues and to perform meaningful duties within a multi-station broadcast environment. In addition, the SEU employs students as part of SOU's PEAK Job Program, which provides SOU students with on-campus employment opportunities that encourage rich relationships with faculty and staff, foster professional curiosity and competency, and engender a sense of substantive contribution to the community. In each of these programs, JPR contributes funding that provides scholarship opportunities for students. The programs are supervised by senior SEU personnel -- JPR Director of FM Programming, Eric Teel, and JPR News Director, Geoffrey Riley.

This Program has been effective in developing candidates for positions in the broadcasting industry, and has produced full-time hires for both the Licensee and for other broadcasters.

Management Training: The station's licensee, Southern Oregon University, is committed to fostering a welcoming and inclusive campus environment for all its employees and students. To help achieve this goal, SOU has established policies and a comprehensive approach to training its managers and employees how to report, investigate and appropriately respond to allegations of discrimination and harassment. As part of this program, every SEU employee must complete a mandatory online training program each biennium designed to maintain a workplace free of discrimination and harassment. During the reporting period, every JPR manager completed a "Supervisor" version of this training and every employee completed an "Employee" version of the training program. Certificates of completion were issued to all employees required to take the course. In addition, all members of search committees responsible for recommending employees for hire at the SEU receive EEO training from a member of SOU's human resources department.