

# **EEO Public File Report**

## **Employment Unit Licensee:**

### **Southern Oregon University / Jefferson Public Radio**

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

**Leased Managed Stations:** KRVM-AM

**Report Period:** October 1, 2015 • September 30, 2016

**Number of Full-Time Vacancies Filled:** 0

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

**JEFFERSON PUBLIC RADIO****EEO Program Recruitment Sources • 10/1/2015 - 9/30/2016**

#	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	Colin Bunnell
5	Craigslist	medford.craigslist.org	Online Posting
6	Medford Mail Tribune	mailtribune.com / 111 N. Fir Street, Medford, OR 97501	Angel Rossiter
7	Ashland Daily Tidings	mailtribune.com / 111 N. Fir Street, Medford, OR 97501	Angel Rossiter
8	State of Oregon Employment Division	oregon.gov/employ/pages/default.aspx / 875 Union St NE, Salem, OR 97311	John Satnick
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.edu/careers/index.html	Sharon Fink
13	Oregon State University Career Services	career.oregonstate.edu	Tom Munnerylyn
14	University of Oregon Career Services	career.uoregon.edu	Pat Ferris
15	Rogue Community College	employment.roguecc.edu / 3345 Redwood Hwy, Grants Pass, OR 97527	Maryanne Whelan
16	Oregon Association of Broadcasters Job Bank	theoab@theoab.org	Shannon
17	Public Media Journalists Facebook Page	facebook.com/groups/PublicMediaJournalists	Online Posting
18	Entertainment Careers.Net	entertainmentcareers.net	Online Posting
19	TV and Radio Jobs	tvandradijobs.com	Online Posting
20	All Access Music Group	http://www.allaccess.com/	Online Posting
21	Air Talents	airtalents.com	Online Posting
22	Triple A Radio.Com	triplearadio.com, info@tripleradio.com	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 2015-2016 reporting period.

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**Management EEO Training:** Representatives of the Licensee participated in the following employment related training sessions:

- Fostering Welcoming Environments – 11/6/15
  - Women in the Workplace – 1/25/16
  - SOU Career and Internship Fair – 4/25/16
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**Internship / Volunteer Program:** During the 2015-16 reporting period, the Licensee continued the Internship/Volunteer Program at the Station Employment Unit. The program provides opportunities for general community members to learn skills which prepare them for employment in the broadcasting industry. The program reaches out broadly for participants. The Licensee publicizes the program on an on-going basis via on-air announcements on the Licensee's FM and AM radio stations serving portions of Oregon and California; in the Licensee's bi-monthly print publication, *The Jefferson Journal*, which is distributed throughout Licensee's coverage area, and on the Licensee's website, [www.ijpr.org](http://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 Station Employment Unit 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.

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**Work Study Program:** The station maintains a work study program for students of Southern Oregon University, a State of Oregon public university, the station's Licensee. This program provides real-world 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. The program is supervised by senior station and university 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.