

## EEO PUBLIC FILE REPORT

October 1, 2005 – January 17, 2008

### SUMMARY OF HIRES

TOTAL # FULL-TIME JOBS FILLED: 4

TOTAL # PERSONS INTERVIEWED FOR FULL-TIME JOBS: 9

LIST OF RECRUITMENT SOURCES *indicates recruitment source entitled to job vacancy notifications	RECRUITMENT SOURCE CONTACT'S NAME, ADDRESS, PHONE #	TOTAL # OF INTERVIEWEES REFERRED BY SOURCE
KDOV Radio spots	Sue Schneider-KDOV Radio, 1236 Disk Drive, Ste. E, Medford, OR 97501, (541) 776-5368	2
KDOV website	Barry Whetstine-KDOV Radio, 1236 Disk Drive, Ste. E, Medford, OR 97501, (541) 776-5368	8
Medford Mail Tribune	Michelle-Mail Tribune, 111 B, Fir Street Medford, OR 97501, (541) 776-4466	7
Christian Media Jobs	Internet, <a href="mailto:mail@christianmediajobs.com">mail@christianmediajobs.com</a> , no address or phone number available	1
Craig's List	Internet, <a href="mailto:job-531651198@craig's list.org">job-531651198@craig's list.org</a>	0
Part-time employee	KDOV Radio, 1236 Disk Drive, Ste. E, Medford, OR 97501, (541) 776-5368	1

### SUMMARY OF JOB VACANCY FILED

JOB TITLE	DATE FILED	# OF INTERVIEWEES	RECRUITMENT SOURCES USED *INDICATES RECRUITMENT SOURCE FOR HIRER
Promotions Director	3/1/06	6	KDOV Website & KDOV radio spots, Mail Tribune & Christian Media Jobs
Development Director	3/1/06	1	KDOV Website & KDOV radio spots, Mail Tribune & Christian Media Jobs
On Air Announcer	4/24/07	1	*KDOV Website
Producer/Sports Reporter	1/14/08	1	Part Time employee for KDOV

### OUTREACH INITIATIVES

CATEGORY OF INITIATIVE [select from Table B, Items 1-16]	DATE(S) OF INITIATIVE	DESCRIPTION
(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	9/14/05-on going	Goodwill Industry internship program: Goodwill works with local broadcasters by paying trainees in the Goodwill program to work as volunteer/interns in a radio station for a specific time to see if the person would be interested in a career in broadcasting. One candidate was interviewed on October 5, 2005 but a position was not found for him.
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions	July 2005 – on going	RCS Radio software training RCS Radio Software is what is used to run the on-air programming for the station. It develops music playlists and records programming from satellite feeds. All the on-air staff received the initial training.

		<p>Sept. '05 a time management class was conducted for all staff.  Oct. '06 a generational/marketing seminar was conducted for all staff.</p>
<p>(10) Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting</p>	<p>On going as requested</p>	<p>Local Christian High School student station tours: We work with local high school counselors to help students who show an interest in broadcasting as a career by setting up station tours and one day internships where a student can come to the station to observe. In October of 2006 two students from Cascade Christian High School shadowed our program director for several hours one morning for career ed.</p> <p>In August 2007 in cooperation with Cascade Christian High School, KDOV has arranged to carry the schools football games live each week. Once this has been established and tested, we hope to set up a program to teach interested students how to run the sound board in the KDOV studio to give them training in the broadcasting industry.</p>
<p>(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>2004-on going</p>	<p>Pacific Bible College-working to set up broadcasting training program. The proposed broadcast curriculum is now under review with the Oregon State Board of Education for accreditation/certification consideration.</p>
<p>(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>March 2006-May 2006</p>	<p>Hosted an intern from Southern Oregon University's Communications Program during the spring of 2006. The student worked 4 hours a week doing various jobs with the station, on air and in the office.</p>