

**KEZI**  
**EEO PUBLIC FILE REPORT**  
**September 1, 2017-August 31, 2018<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Assistant News Director	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, TVJobs.com, Oregon Association of Broadcasters, MediaLine	KEZI Website
Account Executive	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, KEZI Twitter, TVJobs.com, Oregon Association of Broadcasters, Craigslist, Indeed.com, LinkedIn	Employee Referral
Sports Anchor/Reporter	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, TVJobs.com, Oregon Association of Broadcasters	TVJobs.com
Anchor/Reporter	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, TVJobs.com, Oregon Association of Broadcasters	Word of Mouth
Producer/Reporter	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, TVJobs.com, Oregon Association of Broadcasters	TVJobs.com
IT Support Specialist	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Indeed.com, TVJobs.com, Oregon Association of Broadcasters	Internal Posting

<sup>1</sup> This Report was revised in February 2019 to address reporting issues. Due to inadvertent error, this Report does not cover the reporting period applicable to stations licensed to communities in the state of Oregon. Nonetheless, this Report covers a full year and licensee will correct this issue in future reporting periods.

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Sales Coordinator	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, KEZI Twitter, TVJobs.com, Oregon Association of Broadcasters, Employee Referral	Employee Referral
Meteorologist	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Oregon Association of Broadcasters, TVJobs.com	TVJobs.com
Master Control/Technical Media Producer Supervisor	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Indeed.com, TVJobs.com	Internal Posting
Master Control/ Technical Media Producer	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, TVJobs.com, Indeed.com	Indeed.com
Master Control/ Technical Media Producer	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, TVJobs.com, Indeed.com	Indeed.com
Digital Sales Coordinator	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, KEZI Twitter, TVJobs.com, Oregon Association of Broadcasters, Indeed.com	Indeed.com
Sports Director	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, TVJobs.com	TVJobs.com
Digital Content Manager	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Indeed.com, TVJobs.com	Indeed.com
Producer/Reporter	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, TVJobs.com	University of Oregon

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assistant News Director	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, KEZI Twitter, TVJobs.com, Oregon Association of Broadcasters	Internal Posting
Creative Services Producer	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, KEZI Twitter, Indeed.com, MediaLine.com, 602Communication, TVJobs.com, Oregon Association of Broadcasters	Internal Posting
Reporter	Lane Workforce Partnership, Lane Community College, Portland State University, University of Oregon, Oregon State, University of Idaho, Internal Posting, KEZI website, Oregon Association of Broadcasters, TVJobs.com, MediaLine.com	KEZI Website

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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 Reporting Period
1	<b>The Register Guard Newspaper</b> Becky Stringfield P. O. Box 10188 Eugene, OR 97401 541.338.2505	No	0
2	<b>KEZI Website</b> Debbie Carter P.O. Box 7009 Eugene, OR 97401 541.485.5611	No	13
3	<b>TV Jobs.com</b> P.O. Box 4116 Oceanside, CA 92052	No	20
4	<b>Employee Referral</b>	No	8
5	<b>Internal Posting</b>	No	8
6	<b>University of Oregon</b> <i>duckconnect.com</i> Career Employer Services Human Resources 1283 University of Oregon Eugene, OR 94703 541.346.3214	No	1
7	<b>Word of Mouth</b>	No	4
8	<b>Indeed.com</b> <i>www.indeed.com</i> 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	17
9	<b>602Communication</b> Graeme Newell 1011 Lyndhurst Falls Lane Knightvale, NC 27545 919.217.4438	No	0
10	<b>Walk-in / Self Referral</b>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>National Association of Broadcasters</b> 1771 N Street, NW Washington, DC 20036 202.429-5424	No	0
12	<b>Account Temps</b> Chris Pearce 800 Willamette Street Suite 430 Eugene, OR 97401 541.345.9930	No	0
13	<b>Craigslist</b> <a href="https://eugene.craigslist.org">https://eugene.craigslist.org</a>	No	0
14	<b>Brigham Young University</b> CES Admissions A-41 ASB Provo, UT 84602 301.422.4636	No	0
15	<b>Pacific Lutheran University</b> 12180 Park Avenue South Tacoma, WA 98447 253.531.6900	No	0
16	<b>ZipRecruiter</b> April Bartolome 401 Wilshire 11 <sup>th</sup> Floor Santa Monica, CA 90401 <a href="mailto:april@ziprecruiter.com">april@ziprecruiter.com</a>	No	0
17	<b>KATU</b> Thom Jensen 2153 NE Sandy Blvd. Portland, OR 97232 503.231.4222	No	0
18	<b>Lane Workforce Partnership</b> Oregon Employment Department Sandra Crawley 2510 Oakmont Way Eugene, OR 97401 541.686.7953	No	0
19	<b>MediaLine.com</b> Broadcast Employment Services P. O. Box 51909 Pacific Grove, CA 93950 800.237.8073	No	0
20	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	<b>Spots 'n Dots</b> Emily McKay <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> 888.884.2630 x 701	No	0
22	<b>Lane Community College</b> Career Center Staff / Tina Hunter 4000 E 30th Avenue Eugene, OR 97405 541.463.3000  Cindy Swoboda / Elizabeth Habian 3149 Oak Street Florence, OR 97439 541.463.4800	No	0
23	<b>Portland State University</b> Mindy Konczal handshake@pdx.edu PO Box 751 – ACS Portland, OR 97207-0751 503.725.4005	No	0
24	<b>Oregon State University</b> Emma Garcia 1500 SW Jefferson Avenue Corvallis, OR 97331 541.737.1000	No	0
25	<b>University of Idaho</b> John Mangiantini 875 Perimeter Drive Moscow, ID 83844 208.885.6111	No	0
26	<b>Oregon Association of Broadcasters</b> Shannon Johnson 9020 SW Washington Square Rd., Suite 140 Portland, OR 97223 503.443.2299	No	0
27	<b>Twitter</b> <a href="https://twitter.com/KEZI9">https://twitter.com/KEZI9</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			72

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	<p>From January to September 2018, our News department hosted three student interns from the University of Oregon. The interns learned about interviewing, writing, reporting, filming, editing and producing. In addition, our News interns set up cameras, audio, and lighting to gain hands-on experience with the equipment we use for news gathering and commercial production. The interns are trained to be grips on news and commercial projects, and often attend meetings with producers, directors, camera operators and audio technicians to better understand how newscasts and commercials are put together.</p>
<b>2</b>	Host event/program for or on behalf of an educational institution relating to careers in broadcasting	<p>On May 2, 2018, our Senior Producer and Creative Services Director hosted a homeschooled student for a job shadow. The student was interested in video production and learned about all phases of broadcast production, including scripting, editing, and shooting.</p>
<b>3</b>	Host event/program for or on behalf of an educational institution relating to careers in broadcasting	<p>Throughout the reporting period, our Creative Services Coordinator hosted students and community members for station tours. Participants gained a “behind the scenes” view of our studios and had the opportunity to ask questions about careers in broadcasting. Participants came from a variety of different schools and organizations, as follows:</p> <p>1/12/18 – Sand Ridge Charter School  1/18/18 – Malabon Elementary School  1/18/18 – Mohawk High School  1/19/18 – Pauley Elementary  1/22/18 – School of Journalism &amp; Communications, University of Oregon  1/26/18 – Willagillespie Elementary School  1/29/18 – Oakridge High School  3/14/18 – Society of Manufacturing Engineers</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
		3/14/18 – Willamette Christian School 4/05/18 – Corridor Elementary School 5/29/18 – Lane SES Inc – Job Development 6/27/18 – University of Oregon School of Journalism and Communication
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On 4/27/18, one of our anchors visited Ridgeline Montessori Middle School to discuss his career as well as career opportunities in journalism generally.