

KEZI
EEO PUBLIC FILE REPORT
October 1, 2019-September 30, 2020

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
News Photographer	2, 3, 5, 6, 8, 19-23, 25	5
Sales Coordinator	2 - 6, 8, 20-22, 25	8
Master Control/Technical Media Producer (TMP)	2 - 6, 8, 19-23, 25	5
Meteorologist	2, 3, 5, 8, 10, 21, 25	3
Anchor/Reporter/Producer	2, 3, 5, 6, 14, 15, 19-21, 23, 25	3
Anchor/Reporter/Producer	2, 3, 5, 6, 14, 15, 19-21, 23, 25	2
Morning Producer	2, 3, 5, 6, 8, 21, 25	2
Morning Producer	2, 3, 5, 6, 8, 21, 25	6
Sports Anchor/Reporter	2, 3, 5, 25	2
Master Control/Technical Media Producer (TMP)	2-5, 8, 21, 25	4
Morning Anchor/Reporter/Producer	2, 3, 5, 21, 25, 28	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 Reporting Period
1	The Register Guard Newspaper Becky Stringfield P. O. Box 10188 Eugene, OR 97401 541.338.2505	No	0
2	KEZI Website Debbie Carter P.O. Box 7009 Eugene, OR 97401 541.485.5611	No	6
3	TV Jobs.com P.O. Box 4116 Oceanside, CA 92052	No	8
4	Employee Referral	No	3
5	Internal Posting	No	6
6	University of Oregon <i>Now online via Handshake (formerly DuckConnect)</i> Career Employer Services Human Resources 1283 University of Oregon Eugene, OR 94703 541.346.3214	No	1
7	Word of Mouth	No	0
8	Indeed.com <i>www.indeed.com</i> 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	10
9	602Communication Graeme Newell 1011 Lyndhurst Falls Lane Knightvale, NC 27545 919.217.4438	No	0
10	Walk-in / Self-Referral	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Account Temps Chris Pearce 800 Willamette Street Suite 430 Eugene, OR 97401 541.345.9930	No	0
12	Craigslist https://eugene.craigslist.org	No	0
13	ZipRecruiter April Bartolome 401 Wilshire 11 th Floor Santa Monica, CA 90401 april@ziprecruiter.com	No	0
14	Lane Workforce Partnership Oregon Employment Department Sandra Crawley 2510 Oakmont Way Eugene, OR 97401 541.686.7953	No	0
15	MediaLine.com Broadcast Employment Services P. O. Box 51909 Pacific Grove, CA 93950 800.237.8073	No	0
16	LinkedIn www.linkedin.com	No	0
17	Spots 'n Dots Emily McKay ads@spotsndots.com 888.884.2630 x 701	No	0
18	Lane Community College 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Portland State University Mindy Konczal handshake@pdx.edu PO Box 751 – ACS Portland, OR 97207-0751 503.725.4005	No	0
20	Oregon State University Emma Garcia 1500 SW Jefferson Avenue Corvallis, OR 97331 541.737.1000	No	0
21	Oregon Association of Broadcasters Shannon Johnson 3422 NW Bryce Canyon LN Bend, OR 97703 503.443.2299	No	0
22	Twitter https://twitter.com/KEZI9	No	0
23	Walter Cronkite School of Journalism Arizona State University Michael K. Wong 555 N. Central Ave., Suite 302 Phoenix, AZ 85004 602.496.7430	No	0
24	Eugene Tech Jobs www.eugenetechjobs.com	No	0
25	Heartland Media Website Lisa A. Bishop https://heartlandtv.com/careers/kezi.html 3282 Northside Pkwy, Suite 275 Atlanta, GA 30327 470.355.1944	No	0
26	SimplyHired.com sbgresumes@sbgvtv.com 370 San Aleso Avenue Suite 200 Sunnyvale, CA 94085 650.254.9000	No	0
27	Frank N Magid Associates, Inc. Julie Seebold PO Box 1414 Minneapolis, MN 55480 612.216.0727	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Broadcast Career Link (nabfoundation.org) Nick Alfera Nick.Alfera@communitybrands.com 1 M Street SE Washington, DC 20003 727.497.6565 x3305	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Programs (2)	<p>From January 2020 through March 2020 our News department hosted an intern from the University of Oregon, School of Journalism.</p> <p>From January 2020 through March 2020 our Sports department also hosted an intern who was from the University of Oregon, School of Journalism.</p> <p>These students spent time with reporters, anchors, producers and photographers to learn their craft and were supervised by members of the News department.</p> <p>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>
2	Host event/program for or on behalf of an educational institution relating to careers in broadcasting	<p>On October 24, 2019 KEZI’s Vice President & General Manager, General Sales Manager, and News Director provided a comprehensive station tour of KEZI for the Media Strategy Class at the University of Oregon.</p>
3	Host event/program for or on behalf of an educational institution or community organization relating to careers in broadcasting (4)	<p>Throughout the reporting period, KEZI’s Creative Services Coordinator hosted students 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>11/05/19 – Elmira High School</p> <p>01/24/20 – University of Oregon</p> <p>02/06/20 – Fossil Distant Learning Program, Home</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		Schooling 02/07/20 – Fossil Distant Learning Program, Home Schooling
4	Station tour	On January 23, 2020 KEZI's News Director and Anchor provided a station tour of KEZI for a special needs student.