

KEZI
EEO PUBLIC FILE REPORT
October 1, 2018-September 30, 2019¹

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
Sports Reporter/Anchor	2-5, 25	2
Sports Reporter/Anchor	2-5, 25	3
Account Executive	2-5, 8, 22, 25	8
IT Support Specialist	2, 3, 5, 6, 8, 24, 25	5
Newscast Producer	2-5, 7, 25	4
Weekend Evening Anchor	2, 3, 5, 25	5
Morning Anchor/Reporter/Producer	2, 3, 5, 6, 14, 15, 21, 25	3
Morning Reporter	2-5, 25	4
Roseburg Reporter	2-5, 7, 23, 25	7
Digital Sales Manager	2-5, 7, 8, 14, 15, 17, 21, 22, 25	4
Digital Sales Coordinator	2, 3, 5, 8, 25	2
Weekday/Weekend Reporter	2-5, 7, 23, 25, 27	27
Traffic Manager	2, 3, 5, 6, 8, 15, 19-22, 25	2

¹ Due to inadvertent error, KEZI previously reported information required by the FCC’s EEO Rules based on a reporting period beginning September 1 and ending August 31. Beginning with this Report, KEZI is now following the reporting period applicable to stations licensed to communities in the state of Oregon (*i.e.*, October 1 through September 30). However, so as not to omit information, this report also includes vacancy and recruitment information (if any) from September 2018.

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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	14
3	TV Jobs.com P.O. Box 4116 Oceanside, CA 92052	No	4
4	Employee Referral	No	10
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	0
7	Word of Mouth	No	3
8	Indeed.com <i>www.indeed.com</i> 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	11

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	602Communication Graeme Newell 1011 Lyndhurst Falls Lane Knightvale, NC 27545 919.217.4438	No	0
10	Walk-in / Self Referral	No	0
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	<p>Lane Community College Career Center Staff / Tina Hunter 4000 E 30th Avenue Eugene, OR 97405 541.463.3000</p> <p>Cindy Swoboda / Elizabeth Habian 3149 Oak Street Florence, OR 97439 541.463.4800</p>	No	0
19	<p>Portland State University Mindy Konczal handshake@pdx.edu PO Box 751 – ACS Portland, OR 97207-0751 503.725.4005</p>	No	0
20	<p>Oregon State University Emma Garcia 1500 SW Jefferson Avenue Corvallis, OR 97331 541.737.1000</p>	No	0
21	<p>Oregon Association of Broadcasters Shannon Johnson 9020 SW Washington Square Rd., Suite 140 Portland, OR 97223 503.443.2299</p>	No	0
22	<p>Twitter https://twitter.com/KEZI9</p>	No	0
23	<p>Walter Cronkite School of Journalism Arizona State University Michael K. Wong 555 N. Central Ave., Suite 302 Phoenix, AZ 85004 602.496.7430</p>	No	0
24	<p>Eugene Tech Jobs www.eugenetechjobs.com</p>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	1
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	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			50

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On 3/14/2019, our General Manager and Executive Assistant attended a webinar provided by outside counsel that discussed, among other topics, the FCC's EEO rules and best practices for how to comply.
2	Internship Program	<p>From 1/7/19 – 3/15/19 and 4/1/19 – 6/7/19, our News department hosted three interns from the University of Oregon School of Journalism. The students spent time with reporters, anchors, producers and photographers to learn their craft and were supervised by members of the News department.</p> <p>From 4/1/19 – 6/7/19 and 6/24/19 – 9/9/19, our Sports department hosted two journalism students from the University of Oregon. The students spent time with , time with sports reporters, anchors, photographers, and the sports producer to learn their craft and were supervised by members of the Sports department.</p> <p>In addition, our News and Sports 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>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Host event/program for or on behalf of an educational institution relating to careers in broadcasting	<p>Our 5/10/19, Sports Director spent the day with a student from Notre Dame de Namur University for a job shadow. The student observed our Sports Director’s job activities throughout the day and had the opportunity to ask questions.</p> <p>On 7/23/19, our Chief Meteorologist hosted an 11 year old aspiring meteorologist who was visiting from out of state. The student observed the job duties of our Chief Meteorologist and had the opportunity to ask questions.</p>
4	Host event/program for or on behalf of an educational institution or community organization 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>12/04/18 – Elmira School</p> <p>12/05/18 - The Arc of Lane County Career Program</p> <p>01/16/19 – Ridgeline Montessori Charter School</p> <p>02/08/19 – University of Oregon School of Journalism</p> <p>02/19/19 – Marcola School District S.T.E.M.</p> <p>05/08/19 – Fern Ridge Elementary School</p> <p>05/16/19 – Ridgeline Montessori Charter School</p> <p>06/04/19 – Spencer Butte Middle School</p> <p>02/12/19 – Bridge Charter Academy</p> <p>07/11/19 – Center Point School</p>
5	Participate in an event sponsored by an educational institution relating to careers in broadcasting	<p>On 5/1/19, our Meteorologist participated in Science Day at Kelly Middle School where he had interactive discussions with 6 classes about meteorology and his career as a meteorologist.</p>