

**KEZI**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020-September 30, 2021**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Evening Newscast Producer	2-5, 8, 21, 25	2
Evening Newscast Producer	2-5, 8, 21, 25	4
Morning Meteorologist	2-5, 7, 21, 25	4
Reporter	2, 3, 5, 7, 15, 21, 25	7
Reporter	2, 3, 5, 7, 15, 21, 25	2
Reporter	2, 3, 5, 7, 15, 21, 25	7
Weekend Produce/Weekday Reporter	2-5, 8, 21, 25	4
Weekday 6PM Producer	2, 3, 5, 8, 21, 25	2
Weekend Anchor/Weekday Reporter	2, 3, 5, 21, 25	5
News Photographer	2, 3, 8, 21, 25	2
Weekend Meteorologist	2, 3, 4, 5, 8, 21, 25	4
Evening Weekday Anchor	2-5, 21, 22, 25	4
Weekend Evening Anchor/Weekday Reporter/Producer	2-5, 21, 25	5
General Assignment Reporter	2, 3, 4, 21, 22, 25	4
General Assignment Reporter	2, 3, 4, 21, 22, 25	4
Newscast Producer	2-6, 14, 20, 21, 25	4
Payroll/Benefits Team Member	2-8, 19-21, 25	4
Developmental Account Executive	2-5, 8, 10, 25	4
Accounting Assistant	2, 3, 5, 10, 11, 21, 25	2
Accounting Assistant	2, 3, 5, 10, 11, 21, 25	11

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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 Springfield, OR 97475 541.485.5611	No	19
3	<b>TV Jobs.com</b> P.O. Box 4116 Oceanside, CA 92052	No	2
4	<b>Employee Referral</b>	No	24
5	<b>Internal Posting</b>	No	6
6	<b>University of Oregon</b> <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	<b>Word of Mouth</b>	No	7
8	<b>Indeed.com</b> <i>www.indeed.com</i> 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	15
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	2

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11	<b>Robert Half (fka Account Temps)</b> Kimberly Casey 800 Willamette Street Suite 430 Eugene, OR 97401 541.345.9930	No	11
12	<b>Craigslist</b> <a href="https://eugene.craigslist.org">https://eugene.craigslist.org</a>	No	0
13	<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
14	<b>Lane Workforce Partnership</b> Oregon Employment Department Sandra Crawley 2510 Oakmont Way Eugene, OR 97401 541.686.7953	No	0
15	<b>MediaLine.com</b> Broadcast Employment Services P. O. Box 51909 Pacific Grove, CA 93950 800.237.8073	No	0
16	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
17	<b>Spots 'n Dots</b> Emily McKay <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> 888.884.2630 x 701	No	0
18	<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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	<b>Portland State University</b> Mindy Konczal handshake@pdx.edu PO Box 751 – ACS Portland, OR 97207-0751 503.725.4005	No	0
20	<b>Oregon State University</b> Emma Garcia 1500 SW Jefferson Avenue Corvallis, OR 97331 541.737.1000	No	0
21	<b>Oregon Association of Broadcasters</b> Shannon Johnson 3422 NW Bryce Canyon LN Bend, OR 97703 503.443.2299	No	0
22	<b>Twitter</b> <a href="https://twitter.com/KEZI9">https://twitter.com/KEZI9</a>	No	0
23	<b>Walter Cronkite School of Journalism Arizona State University</b> Michael K. Wong 555 N. Central Ave., Suite 302 Phoenix, AZ 85004 602.496.7430	No	0
24	<b>Eugene Tech Jobs</b> <a href="http://www.eugenetechjobs.com">www.eugenetechjobs.com</a>	No	0
25	<b>Heartland Media Website</b> Lisa A. Bishop <a href="https://heartlandtv.com/careers/kezi.html">https://heartlandtv.com/careers/kezi.html</a> 3282 Northside Pkwy, Suite 275 Atlanta, GA 30327 470.355.1944	No	2
26	<b>SimplyHired.com</b> sbgresumes@sbgvtv.com 370 San Aleso Avenue Suite 200 Sunnyvale, CA 94085 650.254.9000	No	0
27	<b>Frank N Magid Associates, Inc.</b> 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	<b>Broadcast Career Link (nabfoundation.org)</b> Nick Alfera <a href="mailto:Nick.Alfera@communitybrands.com">Nick.Alfera@communitybrands.com</a> 1 M Street SE Washington, DC 20003 727.497.6565 x3305	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			88

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On 4/20/21, our Executive Assistant attended a virtual presentation by Oregon State University. Guest speakers from the Center for Advancing Diversity, Equity and Inclusion for Business, and the Lonnie B. Harris Black Cultural Center discussed prioritizing diversity, equity and inclusion (DEI) in employee recruitment.
2	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On 9/27/21, our General Manager participated in a virtual sexual harassment prevention training entitled "Behave at Work." The training covered nine topics, including quid pro quo harassment, hostile workplace environment, and social media harassment.
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On 9/27/21, our General Sales Manager and Master Control/TMP Supervisor participated in a webinar from Microsoft entitled "Unconscious Bias." The webinar defined unconscious bias and discussed ways to combat it in the workplace.
4	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On 9/27/21, our Master Control / TMP Supervisor participated in an e-training entitled "Equal Employment Opportunity" from EdApp. This course covered workplace discrimination, harassment, violence, and how to conduct an investigation.