

Southern Oregon Public Television, Inc
EEO Public File Report
July 1, 2021 - September 30, 2022

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. Southern Oregon Public Television (SOPTV) operates two digital television transmitters KSYS-DT and KFTS-DT serving, Curry, Douglas, Jackson, Josephine and Klamath Counties in Oregon and Modoc and Siskiyou Counties in California. This report is placed in the public inspection files and available on SOPTV's website.

The information in this report covers the time period beginning July 1, 2021, to September 30, 2022 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by company, web address and physical address if used.
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period:
4. Data reflecting the total number of persons interviewed for full-time vacancies
5. A list and brief description of the outreach initiatives undertaken.
6. Staff training designed to enable station personnel to acquire additional skills.

Appendices which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hire accepted the job offer. A person is considered "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD

Job Title	Total Interviewed for the Position	Recruitment Source Referred The Hires
Director of Marketing and Communication	3	Indeed
Director of Development	2	Word of Mouth
Administrative Assistant/Neta Liaison	4	Indeed
President & CEO	3	Current, CPB, LinkedIn
Member Services Coordinator	2	Indeed
Clerical Assistant	4	Indeed, Oregon Employment Department

Resource Agencies

None of these organizations are entitled to vacancy notification.

1	Medford Mail Tribune	541-776-4382	PO Box 1108 Medford, OR 97501
2	Ashland Daily Tidings	541-776-4382	PO Box 1108 Medford, OR 97501
3	Oregon Employment Department	541-776-6060 iMatch Skills	119 N Oakdale Ave Medford, OR 97501
4	SOPTV Website	In House	www.soptv.org
5	The Oregonian	www.oregonian.com	1320 SW Broadway Portland, OR 97201
6	Craigslist	www.craigslist.com	

7	Rogue Valley Jobs	www.roguevalleyjobs.net	
8	Public Broadcasting Service	www.connectpbs.org 703-739-5000	2100 Crystal City Drive, Arlington VA 2202-3785
9	The Job Council Work Source Oregon	541-776-5100	673 Market St Medford, OR 97504
10	MajorGiving	www.majorgiving.com	Search Firm
11	Adult & Family Services		800 Cardley Ave Medford, OR 97504
12	Society of Broadcast Engineers	www.sbe.org	
13	Jackson County RCC Diversity Office		1600 N Riverside 1001, Medford, OR 97501
14	Opus Radio	oscar@opusradio.com	
15	Corporation for Public Broadcasting	CPB.org	
16	Linkedin	www.linkedin.com	
17	Current Newspaper	jobs@current.org	
18	Internal Notification		
19	Word of Mouth		

**SOPTV Annual EEO Public File Report
July 1, 2021 – September 30, 2022**

Narrative Report

RECRUITMENT INITIATIVES

SOPTV operates in the 140th television market in the United States which is classified as a small market. SOPTV is required to engage in at least two Recruitment Initiatives during each two-year period.

Outreach Initiative #1

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Job Council Interns

None

Outreach Initiative #2

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

See recruitment sheet

Outreach Initiative #3

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Bi-Monthly

PBS Education, Ben Garcia 2021/2022

Outreach Initiative #4

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

July 2021

Group Six (7/13), Jan Abramsson, Sarah Domine, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

PBS NewsHour Student Reporting Labs Educator Trainings: July 19th through the 23rd (32 hours of training), Ben Garcia

Group Six (7/27), Jan Abramsson, Sarah Domine, Brad Fay, Gretchen Isaacs, Bruce Johnson, Keegan Van Hook, Barbara Weaver

Everfi CPB Preventing Harassment and Discrimination: Gateway, Joyce Laidlaw

August 2021

Group Six (8/10), Jan Abramsson, Sarah Domine, Brad Fay, Gretchen Isaacs, Bruce Johnson, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (8/24), Jan Abramsson, Sarah Domine, Brad Fay, Gretchen Isaacs, Bruce Johnson, Keegan Van Hook, Barbara Weaver, Tripp White

September 2021

Group Six (9/14), Jan Abramsson, Brad Fay, Gretchen Isaacs, Bruce Johnson, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (9/28), Jan Abramsson, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

October 2021

Group Six (10/12), Jan Abramsson, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (10/26), Jan Abramsson, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Everfi CPB Preventing Harassment and Discrimination: Gateway, Brad Fay, Ben Garcia, Gretchen Isaacs, Jan Abramsson, Jeff LeBeau, Robert Mead, Tripp White

November 2021

Group Six (11/9), Jan Abramsson, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (11/23), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Everfi CPB Preventing Harassment and Discrimination: Gateway, Len Atencio

December 2021

Group Six (12/14), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (12/28), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

January 2022

1:1 Zoom - Forest, ACD, mVault Training given by Terri Angeli – Jan/Feb 2022, Cindy Fields, Aubrey Crocker

Group Six (1/11), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (1/25), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (1/27), Jeff LeBeau

February 2022

Group Six (2/8), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (2/10), Jeff LeBeau

Group Six (2/22), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (2/24), Jeff LeBeau

March 2022

1:1 Zoom - NGOC/Salesforce Training - March 2022 with Anastasia O'Brien and Terri Angeli, Aubrey Crocker

Group Six (3/8), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (3/17), Jeff LeBeau

Group Six (3/22), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (3/31), Jeff LeBeau

April 2022

Webinar - CDP Office Hours: Reporting - April 2022 with Anastasia O'Brien, Aubrey Crocker

Group Six (4/12), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (4/14), Jeff LeBeau

CryTV (4/19), Jan Abramsson

Group Six (4/26), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Employment Law Seminar (4/26) Brad Fay, Mindy Gomes, Jeff LeBeau

May 2022

Everfi CPB Preventing Harassment and Discrimination: Gateway, Jan Abramsson, Aubrey Crocker, Mindy Gomes, Jeff LeBeau, Robert Mead, Phil Meyer

Group Six (5/10), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (5/24), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

June 2022

Everfi CPB Preventing Harassment and Discrimination: Gateway, Christine Andrada-Henley, Len Atencio, Cindy Fields, Keegan Van Hook

PBS Source Training: The Basics (6/9), Christine Andrada-Henley, Mindy Gomes, Phil Meyer

Group Six (6/14), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

NETA CEO Forum: Brilliantly Resilient: Reset, Rise and Reveal Your Brilliance After Life's Sucker Punches (6/23), Phil Meyer

Group Six (6/28), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

July 2022

Everfi CPB Preventing Harassment and Discrimination: Gateway, Floyd Aragon, Brad Fay, Ben Garcia, Tripp White

Group Six (7/12), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Public Media Development and Marketing Conference (7/19-7/22) Len Atencio, Cindy Fields

All NGOC basics recap (8 days, 2 hours a day) with Anastasia O'Brien - July 2022, Aubrey Crocker, Cindy Fields

PBS NewsHour SRL training (7/25 – 7/29), Ben Garcia

Group Six (7/26), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Protrack (7/27) Jan Abramsson, Christine Andrada-Henley, Len Atencio, Floyd Aragon, Aubrey Crocker, Brad Fay, Mindy Gomes, Gretchen Isaacs, Keegan Van Hook, Tripp White

NETA CEO Forum: The CEO's Role in Fundraising (7/28), Phil Meyer

August 2022

Everfi CPB Preventing Harassment and Discrimination: Gateway, Gretchen Isaacs

Protrack (8/3) Jan Abramsson, Len Atencio, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Group Six (8/9), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

PBS Data Literacy Bootcamp (8/8 to 8/11), Aubrey Crocker, Phil Meyer

Protrack (8/16) Jan Abramsson, Len Atencio, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

NETA CEO Forum: Building a Culture of Growth (8/18), Phil Meyer

Group Six (8/23), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

September 2022

Everfi CPB Preventing Harassment and Discrimination: Gateway, Barb Weaver

Group Six (9/13), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

APTS: Making the Conservative Case for Public Media (9/13), Phil Meyer

PBS New GM Orientation | Digital & Marketing (9/14), Phil Meyer

PBS Monthly Station Webinar: General Audience Local Analytics Dashboard (9/21), Phil Meyer

Group Six (9/27), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Peer to Peer Training: Station Archive Maintenance, Floyd Aragon, Gretchen Isaacs, Tripp White

Outreach Initiative #5 Mentoring

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, July 2021

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Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, February 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, March 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, April 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, May 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, June 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, September 2022