

**Southern Oregon Public Television, Inc.**  
**EEO Public File Report**  
**October 1, 2020 - September 30, 2021**

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 (SOPBS) 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 SOPBS's website.

The information in this report covers the time period beginning October 1, 2020, to September 30, 2021 (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

Date Hired	Job Title	Total Interviewed for the Position	Recruitment Source Referring the Hiree
8/9/2021	Media Asset Coordinator	2	Word of Mouth
8/16/2021	Director of Marketing and Communications	3	Indeed
9/22/2021	Director of Development	2	Word of Mouth

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	4
Word of Mouth	2
Craigslist	1
Total Number of Persons Interviewed During the Reporting Period	7

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	SOPBS Website	In House	<a href="http://www.sopbs.org">www.sopbs.org</a>
5	The Oregonian	<a href="http://www.oregonian.com">www.oregonian.com</a>	1320 SW Broadway Portland, OR 97201
6	Craigslist	<a href="http://www.craigslist.com">www.craigslist.com</a>	Online
7	Rogue Valley Jobs	<a href="http://www.roguevalleyjobs.net">www.roguevalleyjobs.net</a>	Online
8	Public Broadcasting Service	<a href="http://www.connectpbs.org">www.connectpbs.org</a> 703-739-5000	2100 Crystal City Dr. Arlington VA 22202-3785
9	The Job Council Work Source Oregon	541-776-5100	673 Market St Medford, OR 97504
10	MajorGiving	<a href="http://www.majorgiving.com">www.majorgiving.com</a>	Search Firm
11	Adult & Family Services		800 Cardley Ave Medford, OR 97504

12	Society of Broadcast Engineers	<a href="http://www.sbe.org">www.sbe.org</a>	Online
13	Jackson County RCC Diversity Office		1600 N Riverside 1001 Medford, OR 97501
14	Opus Radio	<a href="mailto:oscar@opusradio.com">oscar@opusradio.com</a>	Online
15	Corporation for Public Broadcasting	<a href="http://CPB.org">CPB.org</a>	Online
16	Linkedin	<a href="http://www.linkedin.com">www.linkedin.com</a>	Online
17	Current Newspaper	<a href="mailto:jobs@current.org">jobs@current.org</a>	Online
18	Internal Notification		
19	Word of Mouth		

**SOPBS Annual EEO Public File Report  
October 1, 2020 – September 30, 2021**

**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 2020/2021

**Outreach Initiative #4**

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

**October 2020**

Group Six (10/13), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (10/27), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

**November 2020**

Group Six (11/10), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (11/24), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

**December 2020**

Group Six (12/8), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (12/22), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

**January 2021**

Group Six (1/12), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (1/26), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

**February 2021**

Group Six (2/9), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (2/23), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

### **March 2021**

Group Six (3/9), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (3/23), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

### **April 2021**

Group Six (4/13), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (4/27), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

### **May 2021**

Group Six (5/11), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

EIDR Webinar (5/15), Jan Abramsson

Group Six (5/25), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Everfi CPB Preventing Harassment and Discrimination: Gateway, Sarah Domine

### **June 2021**

Group Six (6/8), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (6/22), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Everfi CPB Preventing Harassment and Discrimination: Gateway, Heidi Lanier, Theresa Brown

### **July 2021**

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

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

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

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

### **September 2021**

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

Group Six (9/28), Jan Abramsson, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, 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, October 2020

Ben Garcia presented Audio/Video Professional Development for Phoenix High School, October 2020

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