

EEO Public File Report

Licensee: Southern Oregon University (SOU)

Station Employment Unit (SEU): Jefferson Public Radio (JPR)

Licensed Stations: KSOR, KSBA, KSKF, KSMF, KSRS, KNSQ, KNCA, KSJK, KAGI, KSRG, KNYR, KNHT, KLMF, KLDD, KZBY, KHEC, KOOZ, KTBR, KMJC, KSYC, KPMO, KJPR, KNHM

Lease Managed Stations: KRVM-AM

Report Period: October 1, 2018 • September 30, 2019

Number of Full-Time Vacancies Filled: 4

Titles of Vacancies Filled	Reference Numbers of Recruitment Sources Utilized to Publicize Opportunity <small>(See Recruitment Sources below)</small>	Interviewee Recruitment Source Reference Numbers (Source Reference Number / Number of Interviewees)	Hiree Recruitment Source Reference Number
Broadcast Engineer	1-9, 12-13, 15-17, 19, 21-22, 25-26	Source 5 / 1 Interviewee Source 12 / 1 Interviewee Source 17 / 2 Interviewees Source 25 / 1 Interviewee	5
News Director	1-15, 17-23, 24	Source 1 / 1 Interviewee Source 2 / 1 Interviewee Source 12 / 1 Interviewee	1
Reporter	1-15, 17-23	Source 1 / 1 Interviewee Source 2 / 4 Interviewees	1
Reporter	1-15, 17-23	Source 1 / 1 Interviewee Source 2 / 4 Interviewees	2

JEFFERSON PUBLIC RADIO**EEO Program Recruitment & Referral Sources • 10/1/2018 - 9/30/2019**

#	RECRUITMENT SOURCE	ACCESS / ADDRESS	CONTACT
1	Internal - JPR Management & Staff	1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
2	JPR Employee Referrals	1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
3	JPR Website	ijpr.org / 1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
4	JPR Facebook Page	facebook.com/JeffersonPublicRadio	Eric Teel
5	Southern Oregon University Website	jobs.sou.edu / SOU Human Resources	Angelica Brothers
6	Craigslist	medford.craigslist.org / SOU Human Resources	Angelica Brothers
7	Medford Mail Tribune	Newspaper & Website Listing / SOU Human Resources	Angelica Brothers
8	Ashland Daily Tidings	Newspaper & Website Listing / SOU Human Resources	Angelica Brothers
9	State of Oregon Employment Division	oregon.gov/employ/pages/default.aspx / SOU Human Resources	Angelica Brothers
10	Higher Ed Jobs	higheredjobs.com / SOU Human Resources	Angelica Brothers
11	HERC	main.hercjobs.org / SOU Human Resources	Angelica Brothers
12	Corporation for Public Broadcasting	cpb.org / 401 Ninth Street, NW, Washington, DC 20004-2129	Online Posting
13	Public Radio Program Directors	prpd.org (Jobs Page)	Online Posting
14	Public Radio News Directors Inc	prndi.org / christine@prndi.org	Christine Paige Diers
15	Current Newspaper	current.org	Online Posting
16	Southern Oregon University Career Services: Handshake	https://app.joinhandshake.com/	Online Posting
17	Indeed	Indeed.com	Online Posting
18	National Association of Gay and Lesbian Journalists	saschelle@nlgja.org	Sachelle
19	Oregon Association of Broadcasters Job Bank	theoab@theoab.org	John Tamerlano
20	Public Media Journalists Facebook Page	facebook.com/groups/PublicMediaJournalists	Online Posting
21	TV and Radio Jobs	tvandradiojobs.com	Online Posting
22	National Hispanic Media Coalition	www.nhmc.org/joblistings	Inez Gonzalez
23	Facebook Group: Journalists of Color in Public Media	facebook.com	Angela Decker
24	Radio Television Digital News Association	rtdna.org	Online Posting
25	Society for Broadcast Engineers	https://www.sbe.org / kjones@sbe.org	Scott Jones
26	Bates Technical College	https://batestech.edu/ / rrobinson@bates.ctc.edu	Roland Robinson

#	REFERRAL SOURCE	ACCESS / ADDRESS	CONTACT
1	Southern Oregon University	1250 Siskiyou Blvd / Ashland, OR 97520	Angelica Brothers
2	State of Oregon Employment Division	oregon.gov/employ/pages/default.aspx	Angelica Brothers
3	Klamath Tribal Administration	P.O. Box 436, 501 Chiloquin Blvd. / Chiloquin, OR 97624	George Lopez
4	Rogue Workforce Partnership	100 E Main St. Suite A / Medford, OR 97501	Tami Allison
5	Work Source Rogue Valley	worksourcerogue.org	Online Posting

Outreach Initiatives

Since the Licensee's stations serve small markets, as defined by FCC Rule 73.2080 (47 C.F.R. § 73.2080) the licensee is required to perform two outreach initiatives during each two-year period. Nevertheless, the Licensee has engaged in more than two outreach initiatives during the 2018-2019 reporting period.

Internship / Volunteer Program: The Licensee continued its Internship/Volunteer Program at the SEU. The program provides opportunities for general community members to learn skills that prepare them for employment in the broadcasting industry. The program reaches out broadly for participants. The Licensee publicizes the program during recruitment periods via on-air announcements on the Licensee's FM and AM radio stations serving portions of Oregon and California, and on the Licensee's website, www.ijpr.org. Director of FM Programming, Eric Teel, oversees the program.

The Program provides community members opportunities to produce and host music and public affairs programming on the Licensee's stations. The SEU typically has five to eight volunteer participants active in the station in a given week. Daily and weekly radio programs contributed to by the participants of the program include the *Retro Lounge*, *First Concert*, *Late Night Blues*, *Open Air*, *The Folk Show*, *American Rhythm*, *Jazz Sunday*, *As It Was* and *Siskiyou Music Hall*.

This Program has been effective in developing candidates for positions in the broadcasting industry, and has produced full-time hires for the Licensee, NPR and other broadcasters.

Work Study: The station maintains a work study program for students of Southern Oregon University (SOU), a State of Oregon public university and the SEU's Licensee. This program provides hands-on opportunities for undergraduate and graduate university students to perform meaningful duties within a multi-station broadcast environment while learning about broadcast industry rules, regulations and issues.

Scholarship Program: The SEU employs students as part of SOU's PEAK Job Program, which provides SOU students with on-campus employment opportunities that encourage rich relationships with faculty and staff, foster professional curiosity and competency, and engender a sense of substantive contribution to the community. Three PEAK students were employed at the SEU during the reporting period.

University of Oregon Charles Snowden Internship for Excellence in Journalism Program: The SEU hosted an intern in its newsroom for a 10-week period during the summer of 2019 as part of the University of Oregon's program to develop the next generation of journalists. The intern received extensive training and hands-on experience in news writing, journalistic standards and practices, and producing and editing audio. Learning outcomes included: developing understanding and proficiency of basic journalism skills such as interviewing, reporting and research and understanding of the editorial process of a working newsroom.

In each of these programs, JPR contributed funding for student scholarship opportunities. The programs are supervised by senior SEU personnel – JPR News Director, Liam Moriarty, and JPR Director of FM Programming, Eric Teel. These programs have been effective in developing candidates for positions in the broadcasting industry, and have produced full-time hires for both the Licensee and for other broadcasters.

Management Training: The station's licensee, Southern Oregon University, is committed to fostering a welcoming and inclusive campus environment for all its employees and students. To help achieve this goal, SOU has established policies and a comprehensive approach to training its managers and employees how to report, investigate and appropriately respond to allegations of discrimination and harassment. As part of this program, every SEU employee must complete a mandatory online training program annually designed to maintain a workplace free of discrimination and harassment. During the reporting period, every JPR manager completed a "Supervisor" version of this training and every employee completed an "Employee" version of the training program. The course trains supervisors to identify and eliminate workplace harassment and discrimination by helping them understand the law, and by demonstrating how to appropriately respond to misconduct. It helps supervisors build the skills necessary to recognize and respond to abusive behavior and other misconduct, microaggressions, and unconscious bias that may lead to workplace bullying, hostility, and reduced productivity and creativity. The course engages employees and raises their awareness about harassment and discrimination by explaining the law, and providing insight on how to appropriately respond to and report misconduct. It provides practical tips to help maintain a respectful, inclusive work environment, including safe and positive options for

bystander intervention, using inclusive language, and avoiding microaggressions. Certificates of completion were issued to all employees required to take the course. In addition, all members of search committees responsible for recommending employees for hire at the SEU receive EEO training from a member of Licensee's human resources department.