

theDove Media Inc.

KDOV-FM, Medford, OR
KDSO-LD, Medford, OR
KDOV-LD, Medford, OR
KDPO-FM, Port Orford, OR
KDCB-FM, Coos Bay, OR
KDOB-FM, Brookings, OR

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2019 – September 30, 2020

Introduction

theDove Media, Inc. (the Licensee) is a religious broadcaster with 14 full-time and 1 part-time employees in a combined Medford-based employment unit serving radio stations KDOV-FM, KDPO-FM, KDOB-FM and KDCB-FM and low power television stations KDOV-LD and KDSO-LD. An essential job qualification for theDove Media, Inc..employees is to share the religious belief and affiliation of the Licensee.

As a religious broadcaster, the Licensee is exempt from formal recruitment and outreach initiatives. The Licensee makes reasonable, good faith efforts to recruit applicants that share the religious belief and affiliation of the Licensee, and to engage in broad outreach to the community where consistent with the religious mission of the Licensee. In its employment practices, the Licensee does not discriminate with regard to race, color, national origin or gender.

SUMMARY OF HIRES

TOTAL # FULL-TIME JOBS FILLED: 1

TOTAL # PERSONS INTERVIEWED FOR FULL-TIME JOBS:3

Job Title	Date Filled	# Interviewees	Recruitment source for hiree *indicates recruitment source for hiree
1-TV Switcher 2-Receptionist/office asst.	02/21/2020 09/14/2020	7 10	National Religious Broadcasters website Craig's List theDove website Oregon Association of Broadcasters website May Placement Group *BBSI (Indeed) - #1 and #2

Recruitment Sources

List of Recruitment Sources	Recruitment Source contact's name, address, phone #	Total # of interviewees referred by source
National Religious Broadcasters website	NRB.org/membership/career_classifieds/jobs_available, NRB.org, 9510 Technology Dr., Manassas, VA 20110, 703.330.7000	0
Craig's List	Craigslist.org (Medford-Ashland)	0
theDove website	Sue Schneider, 2070 Milligan Way, Medford, OR 97504, 541.776.5368	0
Oregon Association of Broadcasters website	285 SW Main Court, Ste. 300, Warrenton OR 97146 Email: theoab@theoab.org (503) 443.2299	0
May Placement Group	PO Box 4400, Medford, OR 97501 (541) 944-4661	0
Indeed.com thru BBSI	BBSI-Rob Hegemen, Recruiting Specialist, 2045 Cardinal Ave., Ste. 100, Medford, OR 541.772.5469	17

OUTREACH INITIATIVES

CATEGORY OF INITIATIVE	DATE(S) OF INITIATIVE	DESCRIPTION
(6) Participation in job banks, internet programs and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies)	February 25-February 29, 2020	Perry Atkinson, President/General Manager was sent to the National Religious Broadcasters Convention in Nashville TN, March 25-29, 2019
(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	May 2020-August 2020	One high school and one college age student interned thru the summer. One worked with our news director and one worked during live TV/Radio broadcasts and learned TV editing.
(9) Establishment of a mentoring program for station personnel	April 2017-ongoing	Consultant continues to work with sales executive for continuing education in sales and promotions.
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	October 2018-Sept. 2020	Lorrie Van Leir, Partnership Management & Development participates twice monthly in a one hour, on- line sales webinar to stay current and learn new marketing/sales skills.
(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	October 2019 thru January 2020	General Manager Perry Atkinson, speak to students at Cascade Christian High School during their broadcast class about radio and TV Broadcasting. Students come to theDove studio for tours and technical training as well.