

Narrative Statement

Bicoastal Rogue Valley Employment Unit

As set forth in the EEO Public File Reports uploaded to the Form 396, the Employment Unit used a variety of recruitment sources designed to inform applicants in the communities served by the stations about full-time job vacancies, including AllAccess, Indeed, the licensee's corporate website, the station's individual Facebook pages, and Handshake which distributes job postings to local and regional colleges and universities such as Southern Oregon University, Eastern Oregon University, Oregon State University, Cal Poly San Luis Obispo, California State University Chico, Portland State University, Sonoma State University, and Western Oregon University. The Unit filled three full-time positions over the prior two years.

The Unit engaged in a variety of non-vacancy specific outreach initiatives, such as participating in two virtual job career fairs with Southern Oregon University held in conjunction with Jackson County. The Unit engaged online with a variety of college job banks via Handshake. The General Manager took part as a judge each year in a Career Experience Presentation at Logos Charter school. The stations also hosted a sales intern.

Before the pandemic, the stations held remote broadcasts at advertisers' locations, where on air personalities hand out packets about the stations and all the careers and different roles within the broadcast business. The Unit also engages its audiences through social media such as Facebook.

Station management participated in an on-line course on preventing harassment, discrimination and retaliation with Workplace Training Network, Inc.