

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
KICE-FM, Terrebonne, OR

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2020 – September 30, 2021

Introduction

theDove Media, Inc. (the Licensee) is a religious broadcaster with 15 full-time employees in a combined Medford-based employment unit serving radio stations KDOV-FM, KDPO-FM, KDOB-FM, KDCB-FM, and KICE-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: 2

TOTAL # PERSONS INTERVIEWED FOR FULL-TIME JOBS: 14

Job Title	Date Filled	# Interviewees	Recruitment sources used to fill vacancies *indicates recruitment source for hiree
1-I.T./Engineer Assistant	3/29/2021	9	National Religious Broadcasters website
2-Account Executive	4/26/2021	5	Craig's List theDove website Oregon Association of Broadcasters website *BBSI (Indeed) - #1 - #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)	1
theDove website	Sue Schneider, 2070 Milligan Way, Medford, OR 97504, 541.776.5368	2
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-Hope Smith, Recruiting Specialist, 2045 Cardinal Ave., Ste. 100, Medford, OR 541.772.5469	11

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)	June 21-June 26, 2021	President/General Manager was sent to the National Religious Broadcasters Convention in Dallas, TX June 21-26, 2021
(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	March 2020-November 2021	One college age student interned thru the summer. One worked with our news director writing and editing news and video for TV broadcast and radio broadcast.
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	July 2021	Online training for I.T. team and radio personnel on updated radio broadcast system.
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	October 2020-Sept. 2021	Cross training of current station personnel in running sound board and radio programming system.