

**KDRV, KDKF**  
**October 1, 2021-September 30, 2022**  
**I. Job Vacancy List**

<b>Job Title</b>	<b>Recruitment / Referral Source Used</b>	<b>Recruitment Source that Referred Hiree</b>
Reporter Producer	1, 2, 4, 9, 16, 19, 27	9
Marketing Assistant	1, 16, 19, 27, 30	16
Technical Media Producer	1, 2, 16, 19, 27	1
National Sales Manager	1, 2, 16, 19	19
Producer	1, 2, 9, 16, 19, 27, 34	9
Sports Anchor Reporter	1, 2, 4, 9, 16, 19, 23	16
Producer	1, 2, 9, 16, 19, 27, 34	9
News Photographer Editor	1, 2, 16, 19, 27	16
Reporter Producer	1, 2, 4, 9, 16, 19, 27	19
Sports Anchor Reporter	1, 2, 4, 9, 16, 19, 23	19
Meteorologist	1, 2, 9, 13, 19, 23, 26, 27, 45	9
Producer	1, 2, 9, 16, 19, 27, 34	19
News Photographer Editor	1, 2, 16, 19, 27	1
News Photographer Editor	1, 2, 16, 19, 27	16

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**II. Master Referral Source List**

	<b>Referral Source</b>	<b>Contact Person</b>	<b>Contact Information</b>	<b>Entitled (Y/N)</b>	<b>Number of Interviewees Referred</b>
1	KDRV Website		<a href="http://www.kdrv.com">www.kdrv.com</a>	N	7
2	TVJobs		TVJobs.com PO Box 4116 Oceanside, CA 92052 800-374-0119	N	2
3	MediaLine	Mike Shilstone	MediaLine.com PO Box 51909 Pacific Grove, CA 93950 800-237-8073	N	0
4	Employee Referral			N	4
5	Internal Posting			N	0
6	State of Oregon Employment Office	Employment Department	PO Box 1068 Medford, OR 97501 (541) 776-6060	N	0
7	Bates Technical College	Mike Scott	1101 S Yakima Street Tacoma, WA 98405 (253) 680-7000	N	0
8	Intentionally Omitted				
9	Word of Mouth			N	6
10	The Job Council	Pam Farquhar	673 Market Street Medford OR 97504 (541) 842-2570	N	0
11	Ohio-IL Center of Broadcasting		<a href="http://www.beonair.com">www.beonair.com</a> 9000 Sweet Valley Drive Valley View, OH 44125 (216) 447-9117	N	0
12	Craigslist		<a href="http://www.craigslist.com">www.craigslist.com</a>	N	0
13	YouTube ( <i>Active candidate sourcing</i> )			N	1
14	602 Communication		<a href="http://www.602communication.com">www.602communication.com</a>	N	0
15	Art Institute of Portland		1122 NW Davis Street, Portland, OR 97209 888-624-0300	N	0
16	Indeed.com		Indeed.com	N	22
17	Sportscasters Talent Agency of America			N	0
18	KOMU-TV		5550 Hwy 63 South, Columbia, MO 65201 573-884-6397	N	0
19	LinkedIn ( <i>active candidate sourcing</i> )		<a href="http://www.linkedin.com">www.linkedin.com</a>	N	61
20	Spots N Dots		<a href="http://www.spotsndots.com">www.spotsndots.com</a>	N	0

21	TV NewsCheck		Tvnewscheck.com	N	0
22	Intentionally Omitted				
23	Magid		www.magid.com	N	3
24	Rogue Valley Jobs		www.roguevalleyjobs.com	N	0
25	News Blues ( <i>active candidate sourcing</i> )		www.newsblues.com	N	0
26	Facebook ( <i>active candidate sourcing</i> )		Facebook.com	N	2
27	Handshake		<a href="http://www.handshake.com">www.handshake.com</a>	N	1
28	Job Fairs ( <i>see description in Section III</i> )			N	0
29	Journalismjobs.com		Journalismjobs.com	N	0
30	Express Pros		Expresspros.com	N	0
31	Society of Broadcast Engineers		SBE.org	N	0
32	Workentertainment.com ( <i>active candidate sourcing</i> )			N	0
33	University of Washington		www.washington.edu	N	0
34	KDRV Former Intern			N	1
35	Google Search ( <i>active candidate sourcing</i> )			N	0
36	University of Oregon		<i>See description in Section III</i>	N	0
37	NYU Career Counselor		44 West Fourth Street New York, NY 10012 212-998-0100	N	0
38	Penn State		201 Old Main, University Park, Pennsylvania 16802 814-865-4700	N	0
39	University of Oklahoma Outreach		1700 Asp Ave, Norman, OK 73072 405-325-4414	N	0
40	Carver Talent		Carvertalent.com	N	0
41	SBE Website		Sbe.org 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000	N	0
42	AAJA Asian American Journalist Association		5 Third Street Suite 1108 San Francisco CA 94103	N	0
43	NAHJ National Association of Hispanic Journalists		NAHJ.org	N	0
44	NABJ National Association of Black Journalists		NABJonline.org	N	0
45	American Meteorologist Society	Micayla Goulet	connectwithym@yourmembership.com	N	0
Total Interviewees Over Reporting Period:					110

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**III. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Description</b>
Participate in a job or career fair	On April 20, 2022, our SEU participated in a career job fair hosted by Southern Oregon University. During the fair we discussed career opportunities with job seekers and accepted resumes. SEU participants included our News Director, Chief Engineer, Digital Sales Manager, and Office Administrator.
Participate in events/programs sponsored by or on behalf of community organizations related to careers in broadcasting	<p>Throughout the year members of our Sales department participate in weekly meetings with our local Rotary Club. During this reporting period, meeting dates included: Oct. 6, 13, 20, 27, 2021; Nov. 3, 10, 17, 24, 2021; Dec. 1, 8, 12, 19, 2021; Jan. 5, 12, 19, 26, 2022; Feb. 2, 9, 16, 23, 2022; March 2, 9, 16, 23, 30, 2022; April 6, 13, 20, 27, 2022; May 4, 11, 18, 25, 2022; June 1, 8, 15, 22, 29, 2022; July 6, 13, 20, 2022; Aug. 3, 10, 17, 24, 31, 2022; and Sept. 7, 14, 21, 28, 2022. Broadcasting and careers in broadcasting are discussed at these meetings.</p> <p>On June 9, 2022; July 4, 11, 18, 25, 2022; August 1, 8, 15, 22, 29, 2022; and September 5, 12, 19, 29, 2022, our National Sales Manager attended meetings with the Children's Advocacy Center and spoke with attendees about careers in broadcast sales.</p> <p>On April 4, July 7 and August 11, 2022, our Marketing Assistant attended meetings with the Young Professionals Network and spoke with attendees about open positions at our station.</p>
Participate in an event/program for or on behalf of educational institutions related to careers in broadcasting	<p>On April 29, 2022, our News Director participated in a Zoom meeting with media students from Oregon State University. Among the topics discussed were broadcasting and broadcast careers.</p> <p>From August 3-7, 2022, a KDRV News staff member attended the National Association of Black Journalist and the National Association of Hispanic Journalists annual convention with the express purpose of recruiting for KDRV.</p>
Training programs that enable station personnel to acquire skills to qualify them for higher level positions	During the report period we provided training to our National Sales Assistant to teach her the skills necessary to qualify for a position as Traffic Manager. Our National Sales Assistant successfully completed this training and was promoted to Traffic Manager in May 2022.
Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On September 20, 2022, KDRV's General Manager attended a webinar hosted by Broadcast1Source focusing on best practices for compliance with the FCC's EEO rules.