

Southern Oregon Public Television, Inc
EEO Public File Report
July 1, 2014 - September 30, 2015

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. Southern Oregon Public Television (SOPTV) operates two digital television transmitters KSYS-DT and KFTS-DT serving, Curry, Douglas, Jackson, Josephine and Klamath Counties in Oregon and Modoc and Siskiyou Counties in California. This report is placed in the public inspection files and available on SOPTV's website.

The information in this report covers the time period beginning July 1, 2014 to September 30, 2015 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by company, web address and physical address if used.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period:
4. Data reflecting the total number of persons interviewed for full-time vacancies
5. A list and brief description of the outreach initiatives undertaken.
6. Staff training designed to enable station personnel to acquire additional skills.

Appendices which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person is considered "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD

| Job Title | Total Interviewed for the Position | Recruitment Source Referred The Hires |
|------------------------|------------------------------------|---------------------------------------|
| Director of Technology | 5 | 9 |

Resource Agencies

None of these organizations are entitled to vacancy notification.

| | | | |
|----|------------------------------|------------------------------------|--|
| 1 | Medford Mail Tribune | 541-776-4382 | PO Box 1108 Medford, OR 97501 |
| 2 | Ashland Daily Tidings | 541-776-4382 | PO Box 1108 Medford, OR 97501 |
| 3 | Oregon Employment Department | 541-776-6060 lmatch | 119 N Oakdale Ave Medford, OR 97501 |
| 4 | SOPTV Website | In House | www.soptv.org |
| 5 | The Oregonian | www.oregoian.come | 1320 SW Broadway Portland, OR 97201 |
| 6 | Craig'sList | www.craigslist.com | |
| 7 | Rogue Valley Jobs | www.roguevalleyjobs.net | |
| 8 | Public Broadcasting Service | www.connectpbs.org 703-739-5000 | 2100 Crystal City Drive, Arlington VA 2202-3785 |
| 9 | The Job Council | 541-776-5100 | 673 Market St Medford, OR 97504 |
| 10 | MajorGiving | www.majorgiving.com | Search Firm |
| | Adult & Family Services | | |

| | | | |
|----|--|-------------------------|--|
| 11 | | | 800 Cardley Ave Medford, OR 97504 |
| 12 | La Clinica Del Valle | lmcgarvey@lcdv.org | 3617 S. Pacific Hwy. Medford, OR 97501 |
| 13 | Jackson County RCC Diversity Office | jbennett@roguecc.edu | 1600 N Riverside 1001, Medford, OR 97501 |
| 14 | Immigration Cases Catholic Comm. Services of Southern Oregon | ohnalmaguer@holmail.com | 449 S Ivy St., Medford, OR 97501 |
| 15 | Opus Radio | oscar@opusradio.com | |
| 16 | Corporation for Public Broadcasting | CPB.org | |
| 17 | Public Broadcasting Service | Pbsconnect.org | |
| 18 | Current Newspaper | jobs@current.org | |

**SOPTV Annual EEO Public File Report
July 1, 2014 – September 30, 2015**

Narrative Report

RECRUITMENT INITIATIVES

SOPTV operates in the 140th television market in the United States which is classified as a small market. SOPTV is required to engage in at least two Recruitment Initiatives during each two year period.

Outreach Initiative #1

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Job Council
Jennifer Rodriguez-Sandoval 2014-2015

RCC Internship.
Steve Szabo interned for two terms from 1/19/15, (Winter Term) through 6/30/15, (Spring Term).

Outreach Initiative #2

Listing of each upper-level category opening in a job bank or news-letter of media trade groups whose membership includes substantial participation of women and minorities.

See recruitment sheet

Outreach Initiative #3

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Oregon Employers Council

Monthly meetings attended by OEC Board, Joyce Laidlaw, Treasurer

September 2015

Diversity Training

Attendees

Southern Oregon Public Television Board of Directors, Mark Stanislawski, President & CEO, and Joyce Laidlaw, Administration Manager

Outreach Initiative #4

Mentoring

Brad Fay and Linda Pinkham met with the students enrolled in the Advanced Production Class at Southern Oregon University on October 1, 2014, December 3, 2014 and September 17, 2015

Outreach Initiative #5

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

July 2014

Our Town Webinar, Jeff LeBeau, Linda Pinkham, Brad Fay

Pledge Fundraising Programming Teleconference, Jeff LeBeau

American Public Television Teleconference, Jeff LeBeau

Pledge Fundraising Programming Teleconference, Jeff LeBeau

American Public Television Teleconference, Jeff LeBeau

How to Take Your Donor Relationships to the Next Step- Blackbaud, Linda Pinkham

August 2014

Messaging Webinar, Jeff LeBeau

Hard-Fought Leadership Lessons, Mark Stanislawski

Defining Leadership, Mark Stanislawski

Positioning Your Organization For the Future, Mark Stanislawski

Quiet: Challenging the Extrovert Ideal, Mark Stanislawski

Instigating Change through Personal Sacrifice, Mark Stanislawski

The Most Dangerous Mistakes Leaders Make, Mark Stanislawski

Mastering the Art of Crucial Conversations, Mark Stanislawski

Winning from Within, Mark Stanislawski

A Grand Vision, Mark Stanislawski

The Power Paradox, Mark Stanislawski

When Leadership Meets Inspiration, Mark Stanislawski

A Donor Experience to Remember Webinar-BlackBaud, Linda Pinkham

November 2014

Webinar: Cancer Program, Linda Pinkham

Webinar: PBS Streaming, Linda Pinkham

December 2014

Webinar: APTS, Linda Pinkham and Mark Stanislawski

January 2015

Station Activities Survey, Joyce Laidlaw

February 2015

Webinar: Bentomatic 2.0, Linda Pinkham

Webinar: Closed Captioning, Linda Pinkham

March 2015

Webinar: PBS Digital DFP for Video, Linda Pinkham

April 2015

Crowdfunding, Linda Pinkham

Campaign Tagging, Linda Pinkham

PBS Tech Conference, Kelley Clark and Mark Stanislawski

IP Video Seminar, Kelley Clark

May 2015

Energize! Maximize Your Potential!, Joyce Laidlaw

Employment In Oregon, Joyce Laidlaw

Employment Levels, Competition for Workers, Joyce Laidlaw

How Can I Be Effective If I Can't Find My Keys, Joyce Laidlaw

The Leaders Role in Creating a Fulfilling Workplace, Joyce Laidlaw

The Life of a UI Claim, Joyce Laidlaw

Leadership-Learning to Be Effective Without Being the Bad Guy, Joyce Laidlaw

Are You Talking To Me? Foster Understanding Through Effective Communication, Joyce Laidlaw

Workplace Drug Policies, Joyce Laidlaw

Change Management-Embracing This Inevitable Reality, Joyce Laidlaw

June 2015

Enhanced PMP Features in Bento, Linda Pinkham

PBS Annual Meeting, Mark Stanislawski

Getting People to Open Nonprofit e-mails, Linda Pinkham

Marijuana and Other Substance in the Workplace, Joyce Laidlaw

July 2015

Training on Google Ad word and Grants, Linda Pinkham

Webinar: PBS Lightbox, Linda Pinkham

August 2015

Webinar: PBS.org redesign, Linda Pinkham

September 2015

CDP Webinar on fundraising, Linda Pinkham

Webinar: PBS Learning Media changes, Linda Pinkham

Webinar Image Marketing, Jeff LeBeau

BOLI Seminar "Leave Laws in Oregon: Advanced OFLA, FMLA and other Leave Laws, Joyce Laidlaw