

Southern Oregon Public Television, Inc
EEO Public File Report
July 1, 2016 - September 30, 2017

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, 2016 to September 30, 2017 (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	open	
Teacher Ambassador	2	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 Work Source Oregon	541-776-5100	673 Market St Medford, OR 97504
10	MajorGiving	www.majorgiving.com	Search Firm
11	Adult & Family Services		800 Cardley Ave Medford, OR 97504
12	Society of Broadcast Engineers	www.sbe.org	
13	Jackson County RCC Diversity Office		1600 N Riverside 1001, Medford, OR 97501
14			
15	Opus Radio	oscar@opusradio.com	
16	Corporation for Public Broadcasting	CPB.org	
17	Linkedin	www.linkedin.com	
18	Current Newspaper	jobs@current.org	

**SOPTV Annual EEO Public File Report
July 1, 2016 – September 30, 2017**

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 Interns

Kathryn Lewis 2016

David Daniels 2016

Ashley Doty 2016-2017

Rebecca Golden 2017

Lisa Batz 2017

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.

Monthly

OEC Board, Joyce Laidlaw 2016

PBS Education, Ben Garcia 2017

Outreach Initiative #4

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

July 2016

GoToWebinar - July 2016 Passport Progress Review, Linda Pinkham

August 2016

Social Media for Nonprofits Class x3, David Daniels, Linda Pinkham

Webinar: PBS.org redesign, Linda Pinkham

GoToWebinar - Introducing Core Data Model, Linda Pinkham

GoToWebinar - Best Practices in Working with ROVI, Linda Pinkham

September 2016

Social Media for Nonprofits Class x4, David Daniels, Linda Pinkham

GoToWebinar - PBS Nerd & Launch of Peer to Peer Fundraising Pilot, Linda Pinkham

GoToWebinar - September 2016 Passport Progress Review, Linda Pinkham

GoToWebinar - TV Listings Manager Launch Prep, Linda Pinkham

BOLI Wage and Hour Laws, Joyce Laidlaw

October 2016

Oregon Employer Council State Conference, Joyce Laidlaw

November 2016

Redpoint Training, Linda Pinkham

December 2016

Webinar- Vietnam War, Jeff LeBeau

Redpoint Enews Training, Linda Pinkham

January 2017

Core Data Model/Media Manager Training, David Daniels

Cove Media Manager Training, David Daniels

Webinar – ESSA, Linda Pinkham

APTS Webinar – CPB Compliance, Mark Stanislawski, Joyce Laidlaw

February 2017

Webinar – PBS Passport, Linda Pinkham

Webinar – Cove/Merlin I, Linda Pinkham

Webinar – Cove/Merlin II, Linda Pinkham

March 2017

Webinar- Passport, Jeff LeBeau

April 2017

Webinar- Stories of Service, Jeff LeBeau

May 2017

Webinar- Vietnam War, David Daniels

PBS Annual Meeting, Ben Garcia, Brad Fay, Linda Pinkham, Mark Stanislawski

Webinar- Teachers, Ben Garcia

June 2017

Webinar-PBS LM 101, Ben Garcia

Webinar-Digital Innovators, Ben Garcia

Conference- Digital Innovators, Ben Garcia

Webinar- Content Contribution Training I, Ben Garcia

Webinar- Vietnam War Content, David Daniels

Webinar – PBS Passport, Linda Pinkham

Oregon Saves, Joyce Laidlaw

July 2017

Webinar- Content Contribution Training II, Ben Garcia

Conference – PBS Education Project Kickoff, Ben Garcia, Linda Pinkham, Mark Stanislawski

August 2017

PBS Development, Jeff LeBeau

PBS Nerd, Jeff LeBeau

Webinar- Content Contribution Training III, Ben Garcia

Webinar- Content Contribution Training IV, Ben Garcia

September 2017

CSG Training, Joyce Laidlaw

Outreach Initiative #5 Mentoring

Brad Fay and Linda Pinkham met with the students enrolled in the Advanced Production Class at Southern Oregon University on August 3, 2016, October 3, 2016, November 22, 2016, November 30, 2016, February 1, 2017, March 15, 2017, and April 24, 2017.

Ben Garcia presented a PBS Learning Workshop to Medford School Teachers June 20, 2017.