

Southern Oregon Public Television, Inc
EEO Public File Report
July 1, 2017 - September 30, 2018

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, 2017 to September 30, 2018 (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 hire 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 hire 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	
Communications Manager	4	4/6
Director of Development	2	4/6

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	Opus Radio	oscar@opusradio.com	
15	Corporation for Public Broadcasting	CPB.org	
16	Linkedin	www.linkedin.com	
17	Current Newspaper	jobs@current.org	

**SOPTV Annual EEO Public File Report
July 1, 2017 – September 30, 2018**

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

Lisa Batz 2017

Lindsey Hartsough 2018

Outreach Initiative #2

Listing of each upper-level category opening in a job bank or newsletter 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.

Bi-Monthly

PBS Education, Ben Garcia 2017/2018

Outreach Initiative #4

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

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

Webinar- The Vietnam War, Jeff LeBeau

September 2017

Webinar- CSG Requirement and Resources, Joyce Laidlaw

2017 Employment Law, Joyce Laidlaw

Webinar-Stories of Service, Jeff LeBeau

January 2018

Webinar- Station Activities Benchmarking Study Training, Joyce Laidlaw

Webinar – Station Activity Survey Training, Joyce Laidlaw

Discussion and approval of Diversity Statement and Goals, Board of Directors

February 2018

Webinar- Vietnams Coming Home, Finding What Works, Jeff LeBeau

Premiere Pro, Jan Abramsson

Illustrator, Jan Abramsson

After Effect, Jan Abramsson

In Design, Jan Abramsson

March 2018

Webinar- Managing, Mentoring, and Motivating Millennials, Joyce Laidlaw

Inter Connect, Jan Abramsson

May 2018

PBS Education, Mark Stanislawski, Ben Garcia, Brad Fay, Jeff LeBeau

Digital Shorts, Jeff LeBeau

PhotoShop, Jan Abramsson

August 2018

Webinar- PBS Digital, Jeff LeBeau

Webinar – Digital Resources, Jeff LeBeau

Webinar- CPB PBMA Navex Training, Joyce Laidlaw

Navex online CPB Harassment Training, Mark Stanislawski, Joyce Laidlaw, Robert Mead, Jeff LeBeau, Julie Gillis, Jan Abramsson, Lindsey Hartsough, Jennifer Rodriguez, David Daniels

September 2018

Webinar- Passport Chat

Navex online CPB Harassment Training, Barbara Weaver, Gretchen Isaacs, David Aragon, Nancy Mac Rae, Brad Fay, Ben Garcia, Bruce Johnson, Heidi Lanier

Outreach Initiative #5 Mentoring

Ben Garcia presented a PBS Learning Media 101 Medford School Librarians, August 2017.

Ben Garcia presented a PBS Learning Media 101 Medford School Teachers. September 2017

Ben Garcia presented a Teacher Summit for Regional Teachers. October 2017

Brad Fay and Linda Pinkham met with the students enrolled in the Advanced Production Class at Southern Oregon University, October 2017

Mark Stanislawski presented "Opportunities in Television, Radio and Media" to Graduate Students of San Francisco State's Broadcasting and Electronic Communications Arts Program. October 2017

Ben Garcia presented Learning Media 101 Local District Administrators. November 2017

Brad Fay and Linda Pinkham met with the students enrolled in the Advanced Production Class at Southern Oregon University, November 2017

Ben Garcia presented Pilot Scratch Junior Training Washington School Elementary Administrators. November 2017

Ben Garcia presented Pilot Scratch Junior Training Washington School Elementary Teachers. November 2017

Brad Fay and Linda Pinkham met with the students enrolled in the Advanced Production Class at Southern Oregon University, December 2017

Ben Garcia presented Intro to Coding, Talent Elementary Students and Teacher. January 2018

Ben Garcia presented Professional Learning Network to Washington School Elementary. This is a Recurring Class. January 2018, February 2018, March 2018

Ben Garcia presented Ed Tech to various Educators. March 2018

Ben Garcia assisted in the Young Writers Planning Project. March 2018

Ben Garcia presented the Teachers Community Program Blog (200+visitors) March 2018

Brad Fay and Linda Pinkham met with the students enrolled in the Advanced Production Class at Southern Oregon University, March 2018

Ben Garcia presented Professional Learning Network to Phoenix High School Teachers. April 2018

Ben Garcia presented Learning Media to Phoenix High School Teachers. April 2018

Ben Garcia presented Scratch Junior student workshop to Washington Elementary Teachers of Talented and Gifted Students along with students from this class. May 2018

Ben Garcia presented Scratch Junior student workshop to Washington Elementary students of the Talented and Gifted class. June 2018

Ben Garcia presented Google Suite Training. Attendance was from various Educators. June 2018