

**Southern Oregon Public Television, Inc.**  
**EEO Public File Report**  
**October 1, 2021 - September 30, 2022**

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, Inc. (SOPBS) 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 SOPBS's website.

The information in this report covers the time period beginning October 1, 2021, to September 30, 2022 (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**

Date Hired	Job Title	Total Interviewed for the Position	Recruitment Source Referring the Hiree
4/4/2022	Administrative Assistant/Neta Liaison	4	Indeed
5/9/2022	President & CEO	3	Livingston and Associates
5/15/2022	Member Services Coordinator	2	Internal Notification
5/29/2022	Clerical Assistant	4	Indeed

**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	9
Internal Notification	1
Livingston and Associates	3
Total Number of Persons Interviewed During the Reporting Period	13

**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 iMatch Skills	119 N Oakdale Ave Medford, OR 97501
4	SOPBS Website	In House	<a href="http://www.sopbs.org">www.sopbs.org</a>
5	The Oregonian	<a href="http://www.oregonian.com">www.oregonian.com</a>	1320 SW Broadway Portland, OR 97201
6	Craigslist	<a href="http://www.craigslist.com">www.craigslist.com</a>	Online
7	Rogue Valley Jobs	<a href="http://www.roguevalleyjobs.net">www.roguevalleyjobs.net</a>	Online
8	Public Broadcasting Service	<a href="http://www.connectpbs.org">www.connectpbs.org</a> 703-739-5000	2100 Crystal City Dr. Arlington VA 22202-3785
9	The Job Council Work Source Oregon	541-776-5100	673 Market St Medford, OR 97504
10	MajorGiving	<a href="http://www.majorgiving.com">www.majorgiving.com</a>	Search Firm

11	Adult & Family Services		800 Cardley Ave Medford, OR 97504
12	Society of Broadcast Engineers	www.sbe.org	Online
13	Jackson County RCC Diversity Office		1600 N Riverside 1001 Medford, OR 97501
14	Opus Radio	<a href="mailto:oscar@opusradio.com">oscar@opusradio.com</a>	Online
15	Corporation for Public Broadcasting	CPB.org	Online
16	Linkedin	www.linkedin.com	Online
17	Current Newspaper	jobs@current.org	Online
18	Internal Notification		
19	Word of Mouth		
20	Livingston and Associates	livingstonassociates.net 410-243-1974	7345 S Pierce St. Suite 101 Littleton, CO 80128

**SOPBS Annual EEO Public File Report  
October 1, 2021 – September 30, 2022**

**Narrative Report**

**RECRUITMENT INITIATIVES**

**SOPTV operates in the 140th television market in the United States which is classified as a small market. SOPBS 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**

None

**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 2021/2022

### **Outreach Initiative #4**

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

#### **October 2021**

Group Six (10/12), Jan Abramsson, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (10/26), Jan Abramsson, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Everfi CPB Preventing Harassment and Discrimination: Gateway, Brad Fay, Ben Garcia, Gretchen Isaacs, Jan Abramsson, Jeff LeBeau, Robert Mead, Tripp White

#### **November 2021**

Group Six (11/9), Jan Abramsson, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (11/23), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Everfi CPB Preventing Harassment and Discrimination: Gateway, Len Atencio

#### **December 2021**

Group Six (12/14), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (12/28), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

## **January 2022**

1:1 Zoom - Forest, ACD, mVault Training given by Terri Angeli – Jan/Feb 2022, Cindy Fields, Aubrey Crocker

Group Six (1/11), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (1/25), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (1/27), Jeff LeBeau

## **February 2022**

Group Six (2/8), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (2/10), Jeff LeBeau

Group Six (2/22), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (2/24), Jeff LeBeau

## **March 2022**

1:1 Zoom - NGOC/Salesforce Training - March 2022 with Anastasia O'Brien and Terri Angeli, Aubrey Crocker

Group Six (3/8), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (3/17), Jeff LeBeau

Group Six (3/22), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (3/31), Jeff LeBeau

## **April 2022**

Webinar - CDP Office Hours: Reporting - April 2022 with Anastasia O'Brien, Aubrey Crocker

Group Six (4/12), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Webinar 1 hour (4/14), Jeff LeBeau

CryTV (4/19), Jan Abramsson

Group Six (4/26), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Employment Law Seminar (4/26) Brad Fay, Mindy Gomes, Jeff LeBeau

## **May 2022**

Everfi CPB Preventing Harassment and Discrimination: Gateway, Jan Abramsson, Aubrey Crocker, Mindy Gomes, Jeff LeBeau, Robert Mead, Phil Meyer

Group Six (5/10), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

Group Six (5/24), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver, Tripp White

## **June 2022**

Everfi CPB Preventing Harassment and Discrimination: Gateway, Christine Andrada-Henley, Len Atencio, Cindy Fields, Keegan Van Hook

PBS Source Training: The Basics (6/9), Christine Andrada-Henley, Mindy Gomes, Phil Meyer

Group Six (6/14), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

NETA CEO Forum: Brilliantly Resilient: Reset, Rise and Reveal Your Brilliance After Life's Sucker Punches (6/23), Phil Meyer

Group Six (6/28), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

## **July 2022**

Everfi CPB Preventing Harassment and Discrimination: Gateway, Floyd Aragon, Brad Fay, Ben Garcia, Tripp White

Group Six (7/12), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Public Media Development and Marketing Conference (7/19-7/22) Len Atencio, Cindy Fields

All NGOC basics recap (8 days, 2 hours a day) with Anastasia O'Brien - July 2022, Aubrey Crocker, Cindy Fields

PBS NewsHour SRL training (7/25 – 7/29), Ben Garcia

Group Six (7/26), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Protrack (7/27) Jan Abramsson, Christine Andrada-Henley, Len Atencio, Floyd Aragon, Aubrey Crocker, Brad Fay, Mindy Gomes, Gretchen Isaacs, Keegan Van Hook, Tripp White

NETA CEO Forum: The CEO's Role in Fundraising (7/28), Phil Meyer

## **August 2022**

Everfi CPB Preventing Harassment and Discrimination: Gateway, Gretchen Isaacs

Protrack (8/3) Jan Abramsson, Len Atencio, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Group Six (8/9), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

PBS Data Literacy Bootcamp (8/8 to 8/11), Aubrey Crocker, Phil Meyer

Protrack (8/16) Jan Abramsson, Len Atencio, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

NETA CEO Forum: Building a Culture of Growth (8/18), Phil Meyer

Group Six (8/23), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

## **September 2022**

Everfi CPB Preventing Harassment and Discrimination: Gateway, Barb Weaver

Group Six (9/13), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

APTS: Making the Conservative Case for Public Media (9/13), Phil Meyer

PBS New GM Orientation | Digital & Marketing (9/14), Phil Meyer

PBS Monthly Station Webinar: General Audience Local Analytics Dashboard (9/21), Phil Meyer

Group Six (9/27), Jan Abramsson, Floyd Aragon, Brad Fay, Gretchen Isaacs, Keegan Van Hook, Tripp White

Peer to Peer Training: Station Archive Maintenance, Floyd Aragon, Gretchen Isaacs, Tripp White

### **Outreach Initiative #5 Mentoring**

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, October 2021

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, November 2021

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, December 2021

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, January 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, February 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, March 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, April 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, May 2022



Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, June 2022

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, September 2022