

Southern Oregon Public Television, Inc.
EEO Public File Report
October 1, 2024 - September 30, 2025

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, 2024, to September 30, 2025 (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
N/A	N/A	0	N/A

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
SOPBS Website	0
Total Number of Persons Interviewed During the Reporting Period	0

Resource Agencies

None of these organizations are entitled to vacancy notification.

1	Rogue Valley Times	800-781-3214	2 E Main St STE 200, 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	www.sopbs.org
5	The Oregonian	www.oregonian.com	1320 SW Broadway Portland, OR 97201
6	Craigslist	www.craigslist.com	Online
7	Rogue Valley Jobs	www.roguevalleyjobs.net	Online
8	Public Broadcasting Service	www.connectpbs.org 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	www.majorgiving.com	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	oscar@opusradio.com	Online

15	Corporation for Public Broadcasting	CPB.org	Online
16	Linkedin	www.linkedin.com	Online
17	Current Newspaper	jobs@current.org	Online
18	Indeed	Indeed.com	Online
19	Internal Notification		
20	Word of Mouth		
21	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, 2024 – September 30, 2025**

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.

Interns

Isabella Cooper 6/25 – 9/25

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.

PBS Education – Anna Ford

Outreach Initiative #4

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

October 2024

SOU Sustainability Conference (10/3 & 10/4) – Phil Meyer

DonorSearch Training Webinar (10/24) – Mindy Gomes

Nielsen Dashboard Training (10/30) – Mindy Gomes, Phil Meyer

The Power of Forecasting: Navigating Financial Futures in Public Media (10/30) – Phil Meyer

November 2024

ADA to ASL: Making Events Accessible | Indie Lens Pop-Up Workshop (11/12) – Phil Meyer

Impact of the Elections on Charitable Nonprofits (11/12) – Phil Meyer

December 2024

Completing the Station Activities Benchmarking Study (SABS) Survey (12/18) – Mindy Gomes

January 2025

Poynter Digital Transformation Project, January – Marguerite Celeste, Anna Ford, Jeff LeBeau, Phil Meyer, Mindy Gomes, Keegan Van Hook, Tripp White

How to Complete the Station Activity Survey (1/8) – Mindy Gomes

Local on National Logistics Call (1/8) – Mindy Gomes, Robert Mead, Phil Meyer

Unlocking the Power of the Local Nielsen TV Dashboard for Rural Public Television Stations (1/16) – Phil Meyer

Use Your Data (And Not Your Words) | Indie Lens Pop-Up Workshop (1/23) – Phil Meyer

February 2025

Poynter Digital Transformation Project, February – Marguerite Celeste, Anna Ford, Jeff LeBeau, Phil Meyer, Mindy Gomes, Keegan Van Hook, Tripp White

Innovate with Current: The Secret History of Public Media (2/20) – Mindy Gomes

March 2025

Poynter Digital Transformation Project, March – Marguerite Celeste, Anna Ford, Jeff LeBeau, Phil Meyer, Mindy Gomes, Keegan Van Hook, Tripp White

Program Length Discoverability and Best Practices (3/19) – Gretchen Isaacs

Key FCC Rules for Public Television (3/20) – Phil Meyer

Approaching AI Summit (3/21 & 3/22) – Phil Meyer

April 2025

Poynter Digital Transformation Project, April – Marguerite Celeste, Anna Ford, Jeff LeBeau, Phil Meyer, Mindy Gomes, Keegan Van Hook, Tripp White

Attract more funding with a new 2025 Candid Seal of Transparency (4/30) – Phil Meyer

May 2025

Poynter Digital Transformation Project, May – Marguerite Celeste, Anna Ford, Jeff LeBeau, Phil Meyer, Mindy Gomes, Keegan Van Hook, Tripp White

PBS Annual Meeting (5/19 to 5/21) – Marguerite Celeste, Phil Meyer

Business Email Etiquette (05/02) – Christine Andrada-Henley, Mindy Gomes

June 2025

Poynter Digital Transformation Project, June – Anna Ford, Jeff LeBeau, Phil Meyer, Mindy Gomes, Tripp White

July 2025

Poynter Digital Transformation Project, July – Anna Ford, Jeff LeBeau, Phil Meyer, Mindy Gomes, Tripp White

Local Nielsen Dashboard Training (7/3) – Phil Meyer

Free Will (07/29) – Christine Andrada-Henley, Aubrey Crocker, Mindy Gomes, Phil Meyer

August 2025

Poynter Digital Transformation Project, August – Anna Ford, Jeff LeBeau, Phil Meyer, Mindy Gomes, Tripp White

FORJ Rural Journalism Conference (8/14) – Phil Meyer, Keegan Van Hook

Integrated Fundraising Series: Crafting a New Case for Support (8/27) – Phil Meyer

September 2025

Poynter Digital Transformation Project, September – Anna Ford, Jeff LeBeau, Phil Meyer, Mindy Gomes, Tripp White

Intent Driven Targeting with Inuvo (9/16) – Mindy Gomes, Phil Meyer

How to Unlock Donor Wealth by Making Stock Gifting Easy (9/23) – Phil Meyer

Outreach Initiative #5

Career Fairs

Participation in local career fairs by station personnel who have substantial responsibility in making hiring decisions to recruit for internships and open positions.

SOU Career Fairs – Southern Oregon University provides career-focused and comprehensive educational experiences to over 6,200 students on both its Ashland and Medford campuses. SOU primarily serves the state of Oregon with a focus on southern Oregon and the northernmost counties of California.

October 23, 2024 – Anna Ford, Colleen Pyke