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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Total Interviewed for the Position</th>
<th>Recruitment Source</th>
<th>Referred The Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Technology</td>
<td>open</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teacher Ambassador</td>
<td>2</td>
<td></td>
<td>9</td>
</tr>
</tbody>
</table>

Resource Agencies
None of these organizations are entitled to vacancy notification.

<p>| 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 | 119 N Oakdale Ave Medford, OR 97501 |
| 4   | SOPTV Website            | In House             | <a href="http://www.soptv.org">www.soptv.org</a>        |
| 5   | The Oregonian            | <a href="http://www.oregoian.com">www.oregoian.com</a>     | 1320 SW Broadway Portland, OR 97201 |
| 6   | Craig’sList              | <a href="http://www.craigslist.com">www.craigslist.com</a>  |                    |
| 7   | Rogue Valley Jobs        | <a href="http://www.roguevalleyjobs.net">www.roguevalleyjobs.net</a> |                |
| 8   | Public Broadcasting Service | <a href="http://www.connectpbs.org">www.connectpbs.org</a> 703-739-5000 | 2100 Crystal City Drive, Arlington VA 2202-3785 |</p>
<table>
<thead>
<tr>
<th></th>
<th>Organization</th>
<th>Phone</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>The Job Council Work Source Oregon</td>
<td>541-776-5100</td>
<td>673 Market St Medford, OR 97504</td>
</tr>
<tr>
<td>10</td>
<td>MajorGiving</td>
<td><a href="http://www.majorgiving.com">www.majorgiving.com</a></td>
<td>Search Firm</td>
</tr>
<tr>
<td>11</td>
<td>Adult &amp; Family Services</td>
<td></td>
<td>800 Cardley Ave Medford, OR 97504</td>
</tr>
<tr>
<td>12</td>
<td>Society of Broadcast Engineers</td>
<td><a href="http://www.sbe.org">www.sbe.org</a></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Jackson County RCC Diversity Office</td>
<td></td>
<td>1600 N Riverside 1001, Medford, OR 97501</td>
</tr>
<tr>
<td>14</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Opus Radio</td>
<td><a href="mailto:oscar@opusradio.com">oscar@opusradio.com</a></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Corporation for Public Broadcasting</td>
<td>CPB.org</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Linkedin</td>
<td><a href="http://www.linkedin.com">www.linkedin.com</a></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Current Newspaper</td>
<td><a href="mailto:jobs@current.org">jobs@current.org</a></td>
<td></td>
</tr>
</tbody>
</table>
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
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


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