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

<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>Communications Manager</td>
<td>4</td>
<td>4/6</td>
<td></td>
</tr>
<tr>
<td>Director of Development</td>
<td>2</td>
<td>4/6</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Publication</th>
<th>Phone</th>
<th>Address</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Medford Mail Tribune</td>
<td>541-776-4382</td>
<td>PO Box 1108 Medford, OR 97501</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Ashland Daily Tidings</td>
<td>541-776-4382</td>
<td>PO Box 1108 Medford, OR 97501</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Oregon Employment Department</td>
<td>541-776-6060 Imatch</td>
<td>119 N Oakdale Ave Medford, OR 97501</td>
<td></td>
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<tr>
<td>4</td>
<td>SOPTV Website</td>
<td>In House</td>
<td><a href="http://www.soptv.org">www.soptv.org</a></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>The Oregonian</td>
<td><a href="http://www.oregoian.com">www.oregoian.com</a></td>
<td>1320 SW Broadway Portland, OR 97201</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Craig’sList</td>
<td><a href="http://www.craigslist.com">www.craigslist.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Rogue Valley Jobs</td>
<td><a href="http://www.roguevalleyjobs.net">www.roguevalleyjobs.net</a></td>
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<td></td>
</tr>
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<td>8</td>
<td>Public Broadcasting Service</td>
<td><a href="http://www.connectpbs.org">www.connectpbs.org</a></td>
<td>2100 Crystal City Drive, Arlington VA 2202-3785</td>
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</tr>
<tr>
<td></td>
<td>Name</td>
<td>Website</td>
<td>Contact Information</td>
<td></td>
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<tr>
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<td>--------------------------------</td>
<td>---------------------------------------------</td>
<td></td>
</tr>
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<td>9</td>
<td>The Job Council Work Source Oregon</td>
<td></td>
<td>541-776-5100, 673 Market St Medford, OR 97504</td>
<td></td>
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<td>10</td>
<td>MajorGiving</td>
<td><a href="http://www.majorgiving.com">www.majorgiving.com</a></td>
<td>Search Firm</td>
<td></td>
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<td>11</td>
<td>Adult &amp; Family Services</td>
<td></td>
<td>800 Cardley Ave Medford, OR 97504</td>
<td></td>
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<tr>
<td>12</td>
<td>Society of Broadcast Engineers</td>
<td><a href="http://www.sbe.org">www.sbe.org</a></td>
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<td>13</td>
<td>Jackson County RCC Diversity Office</td>
<td></td>
<td>1600 N Riverside 1001, Medford, OR 97501</td>
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<td>14</td>
<td>Opus Radio</td>
<td><a href="mailto:oscar@opusradio.com">oscar@opusradio.com</a></td>
<td></td>
<td></td>
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<td>15</td>
<td>Corporation for Public Broadcasting</td>
<td>CPB.org</td>
<td></td>
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<td>16</td>
<td>Linkedin</td>
<td><a href="http://www.linkedin.com">www.linkedin.com</a></td>
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</tr>
<tr>
<td>17</td>
<td>Current Newspaper</td>
<td><a href="mailto:jobs@current.org">jobs@current.org</a></td>
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<td></td>
</tr>
</tbody>
</table>
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 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


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