

# **EEO Public File Report**

## **Employment Unit Licensee:**

**The State of Oregon Acting By and Through the State Board of Higher Education  
for Southern Oregon University's Jefferson Public Radio**

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**Licensed Stations:** KSOR, KSBA, KSKF, KSMF, KSRS, KNSQ, KNCA, KSJK, KAGI, KSRG, KNYR, KNHT, KLMF, KLDD, KSKX, KZBY

**Leased Managed Stations:** KOOZ, KTBR, KMJC, KSYC, KPMO, KJPR, KNHM, KRVM-AM

*(This SEU includes stations which are licensed to the JPR Foundation, Inc., but managed by The State of Oregon Acting By and Through the State Board of Higher Education for Southern Oregon University's Jefferson Public Radio pursuant to a Leased Management Agreement.)*

**Report Period:** October 1, 2013 • September 30, 2014

**Number of Full-Time Vacancies Filled:** 0

<b>Titles of Vacancies Filled</b>	<b>Reference Numbers of Recruitment Sources Utilized to Publicize Opportunity</b> (See EEO Program Employment Opportunity Mailing List, below)	<b>Interviewee Recruitment Source Reference Numbers</b> (Source Reference Number / Number of Interviewees)	<b>Hiree Recruitment Source Reference Number</b>

# JEFFERSON PUBLIC RADIO

## EEO Program Employment Opportunity Mailing List • 10/1/2013 - 9/30/2014

#	RECRUITMENT SOURCES	Contact	Address	Phone		
1	Internal - JPR Management & Staff	Paul Westhelle	1250 Siskiyou Blvd., Ashland, OR 97520	541-552-6301	0	
2	JPR Website Posting	ijpr.org	1250 Siskiyou Blvd., Ashland, OR 97520	541-552-6301	0	
3	JPR Facebook Page Posting		Facebook.com/JeffersonPublicRadio	541-552-6301	0	
4	Craigslist	medford.craigslist.org	Online only		0	
5	Medford Mail Tribune	Angel Rossiter	111 N Fir Street, Medford, OR 97501	541-776-4466	0	
6	Ashland Daily Tidings	Angel Rossiter	111 N Fir Street, Medford, OR 97501	541-776-4466	0	
7	Oregon Association of Broadcasters Job	theoab@theoab.org	7150 SW Hampton, Portland, OR 97223	503-443-2299	0	
8	California Broadcasters Association Job	cabroadcasters.org	915 "L" Street, Sacramento, CA 95814	916-444-2237	0	
9	Broadcast Employment Services	amfmjobs.com	PO Box 4116, Oceanside, CA 92052	800-374-0119	0	
10	Corporation for Public Broadcasting	jobline@cpb.org	401 9 <sup>th</sup> St. NW, Washington, DC 20004-2037	202-879-9808	0	
11	Current Newspaper	Victoria Mauhardt	6930 Carroll Ave., Suite 350, Takoma Park, MD 20912	202-463-7055	0	
12	Association of Music Personnel in Public	amprpres@yahoo.com	PO Box 870370, Tuscaloosa, AL 35487	205-348-6644	0	
13	Public Radio Program Directors Association	prpd.org	38 Milfred St., Hamilton, NY 13346	315-824-8226	0	
14	NAB Career Center	Karen Hunter	1771 N Street NW, Washington, DC 20045	202-429-5438	0	
15	Triple A Radio.Com	triplearadio.com	228 Commercial St., Nevada City, CA 95959	530-277-9018	0	
16	Entertainment Careers.Net	entertainmentcareers.net	2118 Wilshire Blvd, #401, Santa Monica, CA 9990403		0	
17	Redding Record Searchlight	Lynette Young	1101 Twin View Blvd, Redding, CA 96049	800-666-3993	0	

#	COMMUNITY REFERRAL SOURCES	Contact	Address	Phone		
18	The Job Council	Cathy McKee	35 S. Bartlett Street, Medford, OR 97501	541-776-5100	0	
19	Southern Oregon University Career Services	Sharon Fink	1250 Siskiyou Blvd., Ashland, OR 97520	541-552-6213	0	
20	Oregon State University Career Services	Tom Munnerlyn	8 Kerr Administration Building, Corvallis, OR 97331	541-737-0123	0	
21	University of Oregon Career Services	Pat Ferris	PO Box 3257, Eugene, OR 97403	541-346-3235	0	
22	Rogue Community College	Maryanne Whelan	3345 Redwood Highway, Grants Pass, OR 97527	541-245-7560	0	
23	State of Oregon Employment Division	John Satnick	119 N Oakdale, Medford, OR 97501	541-776-6060	0	
24	California Department of Employment	Joseph Landaker	1325 Pine Ridge, Redding, CA 96001	530-225-2284	0	
25	The Klamath Tribes	Michele Lyon	PO Box 436, Chiloquin, OR 97624	800-524-9787	0	
26	Multicultural Association of Southern Oregon	Tami Snyder	P0 Box 67, Medford, OR 97501	541-779-3740	0	

Total Interviewees

## **Outreach Initiatives:**

Since the Licensee's stations serve small markets, as defined by FCC Rule 73.2080 (47 C.F.R. § 73.2080) the licensee is required to perform two outreach initiatives during each two-year period. Nevertheless, the Licensee has engaged in more than two outreach initiatives during the 2013-2014 reporting period.

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**Internship / Volunteer Program:** During the 2013-14 reporting period, the Licensee continued the Internship/Volunteer Program at the Station Employment Unit. The program provides opportunities for general community members to learn skills which prepare them for employment in the broadcasting industry. The program reaches out broadly for participants. The Licensee publicizes the program on an on-going basis via on-air announcements on the Licensee's FM and AM radio stations serving portions of Oregon and California; in the Licensee's monthly print publication, *The Jefferson Monthly*, which is distributed throughout Licensee's coverage area, and on the Licensee's website, [www.ijpr.org](http://www.ijpr.org). Director of FM Programming, Eric Teel, oversees the program.

The Program provides community members opportunities to produce and host music and public affairs programming on the Licensee's stations. The Station Employment Unit typically has five to eight volunteer participants active in the station in a given week. Daily and weekly radio programs contributed to by the participants of the program include the *Retro Lounge*, *Modulation*, *First Concert*, *Late Night Blues*, *Open Air*, *The Folk Show*, *American Rhythm*, *Jazz Sunday*, *As It Was* and *Siskiyou Music Hall*.

This Program has been effective in developing candidates for positions in the broadcasting industry, and has produced full-time hires for the Licensee, NPR and other broadcasters.

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**Scholarship / Work Study Program:** The station maintains a scholarship/work study program for students of Southern Oregon University, a campus of Oregon's Board of Higher Education, the station's Licensee. This program provides real-world opportunities for undergraduate and graduate university students interested in pursuing careers in broadcasting. Students learn about broadcast industry rules, regulations and issues and perform meaningful duties within a multi-station broadcast environment. The program is supervised by senior station and university personnel, JPR Director of FM Programming, Eric Teel, and JPR News Director, Geoffrey Riley.

This Program has been effective in developing candidates for positions in the broadcasting industry, and has produced full-time hires for both the Licensee and for other broadcasters.

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**Management EEO Training:** Representatives of the Licensee participated in the following training sessions designed to ensure equal employment opportunity and prevent discrimination:

- Social Justice Conference – 1/24-25/2014
- What Is Bias? – 5/12/14
- Sexual Harassment Training – Online Course

Representing the Licensee was Marjorie Trueblood-Gamble, Associate Director of Diversity and Inclusion and Paul Westhelle, JPR Executive Director.