

Southern Oregon Public Television, Inc
EEO Public File Report
July 1, 2019 - September 30, 2020

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, 2019, to September 30, 2020 (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

Job Title	Total Interviewed for the Position	Recruitment Source Referred The Hires
Office Assistant	5	Work Source
Media Asset Coordinator	1	Word Of Mouth
Media Asset Coordinator	1	Craigslist

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	SOPTV Website	In House	www.soptv.org
5	The Oregonian	www.oregonian.com	1320 SW Broadway Portland, OR 97201
6	Craigslist	www.craigslist.com	
7	Rogue Valley Jobs	www.roguevalleyjobs.net	
8	Public Broadcasting Service	www.connectpbs.org	2100 Crystal City Drive,

		703-739-5000	Arlington VA 2202-3785
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	
13	Jackson County RCC Diversity Office		1600 N Riverside 1001, Medford, OR 97501
14	Opus Radio	oscar@opusradio.com	
15	Corporation for Public Broadcasting	CPB.org	
16	Linkedin	www.linkedin.com	
17	Current Newspaper	jobs@current.org	
18	Internal Notification		
19	Word of Mouth		

**SOPTV Annual EEO Public File Report
July 1, 2019 – September 30, 2020**

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

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 2019/2020

Outreach Initiative #4

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

July 2019

CDP Online Context, Jan Abramsson

Webinar 1 hour (7/2), Jeff LeBeau

Group Six (7/9), Jan Abramsson, David Aragon, Gretchen Isaacs, Savannah Schmidt, Barbara Weaver

PBS NewsHour Student Reporting Labs Educator Trainings: July 22nd through the 26th (32 hours of training), Ben Garcia

Group Six (7/23), Jan Abramsson, David Aragon, Gretchen Isaacs, Savannah Schmidt, Barbara Weaver

August 2019

Group Six (8/13), Jan Abramsson, David Aragon, Gretchen Isaacs, Savannah Schmidt, Barbara Weaver

Group Six (8/27), Jan Abramsson, David Aragon, Gretchen Isaacs, Savannah Schmidt, Barbara Weaver

September 2019

Group Six (9/10), Jan Abramsson, David Aragon, Gretchen Isaacs, Savannah Schmidt, Barbara Weaver

Re-Branding PBS (9/24), Jan Abramsson

Group Six (9/24), Jan Abramsson, David Aragon, Sarah Domine, Gretchen Isaacs, Savannah Schmidt, Barbara Weaver

Vigor (9/25), Jan Abramsson

Source (9/26), Jan Abramsson

October 2019

Group Six (10/8), Jan Abramsson, David Aragon, Sarah Domine, Gretchen Isaacs, Savannah Schmidt, Barbara Weaver

Webinar 1 hour (10/16), Jeff LeBeau

Vigor (10/22), Jan Abramsson

Group Six (10/22), Jan Abramsson, David Aragon, Sarah Domine, Gretchen Isaacs, Savannah Schmidt, Barbara Weaver

Webinar 1 hour (10/29), Jeff LeBeau

November 2019

Webinar 1 hour (11/7), Jeff LeBeau

Group Six (11/12), Jan Abramsson, David Aragon, Sarah Domine, Gretchen Isaacs, Barbara Weaver

Webinar 1 hour (11/18), Jeff LeBeau

Next Gen TV (11/20), Jan Abramsson

Group Six (11/26), Jan Abramsson, David Aragon, Sarah Domine, Gretchen Isaacs, Barbara Weaver

December 2019

Group Six (12/10), Jan Abramsson, David Aragon, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (12/24), Jan Abramsson, David Aragon, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

January 2020

Group Six (1/14), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

PBS Rebrand (1/20), Jan Abramsson

Group Six (1/28), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

February 2020

Group Six (2/11), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (2/25), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

March 2020

Group Six (3/10), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (3/24), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

April 2020

Group Six (4/14), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (4/28), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

May 2020

Group Six (5/12), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (5/26), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

June 2020

Group Six (6/9), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (6/23), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

July 2020

Group Six (7/14), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

PBS NewsHour Student Reporting Labs Educator Trainings: July 20th through the 24th (32 hours of training), Ben Garcia

Group Six (7/28), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

August 2020

Group Six (8/11), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (8/25), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

September 2020

Group Six (9/8), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Group Six (9/22), Jan Abramsson, Sarah Domine, Gretchen Isaacs, Keegan Van Hook, Barbara Weaver

Outreach Initiative #5 Mentoring

Ben Garcia presented a Workshop Media Arts PLC for Medford School District, July 2019

Ben Garcia presented Student Reporting Lab for Hedrick Middle School and Central Medford High School, July 2019

Ben Garcia presented Student Reporting Lab for Hedrick Middle School and Central Medford High School, August 2019

Ben Garcia presented Student Reporting Lab for North Medford High School, August 2019

Ben Garcia presented Scratch Junior for Washington Elementary School, August 2019

Ben Garcia presented Student Reporting Lab Introductory for Washington Elementary School, September 2019

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Central Medford High School, and North Medford High School, September 2019

Ben Garcia presented Scratch Junior Production Planning for Washington Elementary School, September 2019

Ben Garcia presented Student Reporting Lab Training and promotion for various Medford School District Offices, September 2019

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Central Medford High School, and North Medford High School, October 2019

Ben Garcia presented Student Reporting Lab Training for Medford School District Offices, October 2019

Ben Garcia presented Camera Training for North Medford High School, October 2019

Ben Garcia presented Scratch Junior Class Takeover for Talent Elementary School, October 2019

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Central Medford High School, and North Medford High School, November 2019

Ben Garcia presented Admin Meeting and Admin Follow-Up for North Medford High School, November 2019

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Central Medford High School, and North Medford High School, December 2019

Ben Garcia presented Adobe Premiere Professional Development Workshop for Hedrick Middle School, December 2019

Ben Garcia presented Student Reporting Lab Curriculum Professional Development Workshop for North Medford High School, December 2019

Ben Garcia presented Student Reporting Lab Scope and Sequence Professional Development Workshop for North Medford High School, December 2019

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Central Medford High School, and North Medford High School, January 2020

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Central Medford High School, and North Medford High School, February 2020

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Central Medford High School, and North Medford High School, March 2020

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Central Medford High School, and North Medford High School, April 2020

Ben Garcia presented Medford Anywhere Learning TV for Medford Schools, April 2020

Ben Garcia presented Medford Anywhere Learning TV for Medford Schools, May 2020

Ben Garcia presented Medford Anywhere Learning TV for Medford Schools, June 2020

Ben Garcia presented Medford Anywhere Learning TV for Medford Schools, July 2020

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, August 2020

Ben Garcia presented Audio/Video Professional Development for Phoenix High School, August 2020

Ben Garcia presented Student Reporting Lab for Hedrick Middle School, Eagle Point High School, and North Medford High School, September 2020

Ben Garcia presented Audio/Video Professional Development for Phoenix High School, September 2020