

EEO PUBLIC FILE REPORT

October 1, 2007 – September 30, 2008

SUMMARY OF HIRES

TOTAL # FULL-TIME JOBS FILLED: 1

TOTAL # PERSONS INTERVIEWED FOR FULL-TIME JOBS: 2

LIST OF RECRUITMENT SOURCES *indicates recruitment source entitled to job vacancy notifications	RECRUITMENT SOURCE CONTACT'S NAME, ADDRESS, PHONE #	TOTAL # OF INTERVIEWEES REFERRED BY SOURCE
KDOV Radio spots	Sue Schneider-KDOV Radio, 1236 Disk Drive, Ste. E, Medford, OR 97501, (541) 776-5368	
KDOV website	Sue Schneider KDOV Radio, 1236 Disk Drive, Ste. E, Medford, OR 97501, (541) 776-5368	1
Medford Mail Tribune	Michelle-Mail Tribune, 111 B, Fir Street Medford, OR 97501, (541) 776-4466	1
Christian Media Jobs	Internet, mail@christianmediajobs.com , no address or phone number available	
Craig's List	Internet, job-531651198@craig's list.org	
Part-time employee	KDOV Radio, 1236 Disk Drive, Ste. E, Medford, OR 97501, (541) 776-5368	
National Religious Broadcaster's website	theDove, Steve Johnson, 1236 Disk Drive, Ste E., Medford, OR 9751 (541) 776-5368	
KDOV Radio Live mentions	Steve Johnson, Program Direction, 1236 Disk Drive. Ste. E, Medford, OR 97501 (541) 776-5368	

SUMMARY OF JOB VACANCY FILLED

JOB TITLE	DATE FILLED	# OF INTERVIEWEES	RECRUITMENT SOURCES USED *INDICATES RECRUITMENT SOURCE FOR HIRING
Producer/Sports Reporter	1/14/08	2	Part Time employee for KDOV *Medford Mail Tribune, *KDOV Website, On air spots
TV Program Importation & Supply Coordinator	Interviews in progress		KDOV WEBSITE & RADIO SPOTS, MAIL TRIBUNE, NRB, CRAIG'S LIST, CHRISTIAN MEDIA JOBS
TV Master Log Scheduler	Interviews in progress		KDOV WEBSITE & RADIO SPOTS, MAIL TRIBUNE, NRB, CRAIG'S LIST, CHRISTIAN MEDIA JOBS

OUTREACH INITIATIVES

CATEGORY OF INITIATIVE [select from Table B, Items 1-16]	DATE(S) OF INITIATIVE	DESCRIPTION
(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	On going	Goodwill Industry internship program: Goodwill works with local broadcasters by paying trainees in the Goodwill program to work as volunteer/interns in a radio station for a specific time to see if the person would be interested in a career in broadcasting.
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions	On going	RCS Radio software training RCS Radio Software is what is used to run the on-air programming for the station. It develops music playlists and records programming from satellite feeds. All the on-air staff received the initial training. APRIL 08 a time management class was conducted for all staff. JUNE 08 a generational/marketing seminar was conducted for all staff.
(10) Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On going as requested	Local Christian High School student station tours: We work with local high school counselors to help students who show an interest in broadcasting as a career by setting up station tours and one day internships where a student can come to the station to observe. Students from Cascade Christian High School shadowed our program director for several hours one morning for career ed. In cooperation with Cascade Christian High School, KDOV has arranged to carry the schools football games live each week. As this now has been established and tested, we are setting up a program to teach interested students how to run the sound board in the KDOV studio and assist in sports production to give them training in the broadcasting industry.
(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	On going	Pacific Bible College-working to set up broadcasting training program. The proposed broadcast curriculum is now under review with the Oregon State Board of Education for accreditation/certification consideration.