

## **EEO PUBLIC FILE REPORT**

Employment Unit: KDOV-FM, Medford, OR: KDOV-LP, Medford, OR  
Reporting Period: October 1, 2010 – September 30, 2011

### Introduction

UCB USA, Inc. (the Licensee) is a religious broadcaster with 9 full and 3 part-time employees in a combined employment unit serving KDOV-FM/KDOV-LP, Medford, OR. An essential job qualification for UCB USA, Inc. employees is to share the religious belief and affiliation of the Licensee.

As a religious broadcaster, the Licensee is exempt from formal recruitment and outreach initiatives. The Licensee makes reasonable, good faith efforts to recruit applicants that share the religious belief and affiliation of the Licensee, and to engage in broad outreach to the community where consistent with the religious mission of the Licensee. In its employment practices, the Licensee does not discriminate with regard to race, color, national origin or gender.

### SUMMARY OF HIRES

TOTAL # FULL-TIME JOBS FILLED: 1

TOTAL # PERSONS INTERVIEWED FOR FULL-TIME JOBS: 1

RECRUITMENT SOURCE: theDove website

RECRUITMENT CONTACT: Steve Johnson, 1236 Disk Drive, Ste E., Medford, OR (541) 776-5368

TOTAL # OF INTERVIEWESS REFERRED BY THE SOURCE: 1

JOB TITLE: Executive Producer\*

Date Filled: 3/14/2010

\*Interviewee had additional qualifications through their college education in Media to give additional training to current employees as well as teach Media classes at the college level. The Licensee has been working with a religious college to enhance their curriculum with Media training.

## 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	August 2010- June 16, 2011	The Licensee continued and expanded its internship program. 1 high school student and 3 college students worked at theDove weekly on varied schedules learning broadcast compliance and editing techniques. Two of the four interns were hired for part-time positions at the end of the training program.
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	March 2011- September 2011	Training by TV manager and other TV staff for part-time radio staff on use of TV teleprompter and audio equipment for TV production and live radio/TV programming. Cross-training increases skills and knowledge of additional aspects of broadcasting
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	September 2011	Training of part-time TV employee to learn use of radio mixer board for live on-air programming. Cross-training increases skills and knowledge of additional aspects of broadcasting.
(6) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies)	February 2011 & April 2011	Michael Brown, TV Station Manager was sent to the National Religious Broadcasters Convention in Nashville TN, February 25-March 1, 2011. Steve Johnson, Program Director and Michael Brown, TV Station Manager were sent to the National Association of Broadcasters convention in Las Vegas Nevada April 10 <sup>th</sup> -14 <sup>th</sup> , 2011