

KDRV, KDKF
October 1, 2025-September 30, 2026
I. Job Vacancy List

Job Title	Recruitment / Referral Source Used	Recruitment Source that Referred Hiree
Multi-Media Journalist	1,16,19	19
Multi-Media Journalist	1,3	3
Multi Media Journalist	1,16,19	19

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II. Master Referral Source List

	Referral Source	Contact Person	Contact Information	Entitled (Y/N)	Number of Interviewees Referred
1	KDRV Website	Mike Boring	www.kdrv.com	N	19
2	Southern Oregon University	Christopher Lucas	1250 Siskiyou Boulevard Ashland, OR 97520 541.552.7672	N	0
3	University of Oregon	Joey Mac	joeymac@uoregon.edu 541-606-4268	N	2
4	MediaLine	Mike Shilstone	MediaLine.com PO Box 51909 Pacific Grove, CA 93950 800-237-8073	N	0
5	Employee Referral			N	4
6	State of Oregon Employment Office	Employment Department	PO Box 1068 Medford, OR 97501 (541) 776-6060	N	0
7	Bates Technical College	Mike Scott	1101 S Yakima Street Tacoma, WA 98405 (253) 680-7000	N	0
8	Intentionally Omitted				
9	Word of Mouth			N	0
10	The Job Council	Pam Farquhar	673 Market Street Medford OR 97504 (541) 842-2570	N	0
11	Craigslist		www.craigslist.com	N	0
12	YouTube (<i>Active candidate sourcing</i>)			N	0
13	Indeed.com		Indeed.com	N	17
14	Sportscasters Talent Agency of America		www.staatalent.com 949-648-7822	N	0
15	KOMU-TV		5550 Hwy 63 South, Columbia, MO 65201	N	0

			573-884-6397		
16	LinkedIn (<i>active candidate sourcing</i>)		www.linkedin.com	N	4
17	Spots N Dots		www.spotsndots.com	N	0
18	TV NewsCheck		Tvnewscheck.com	N	0
19	Rogue Valley Jobs		www.roguevalleyjobs.com	N	0
20	Facebook (<i>active candidate sourcing</i>)		Facebook.com	N	0
21	Handshake		www.handshake.com	N	0
22	Job Fairs (<i>see description in Section III</i>)			N	0
23	Journalismjobs.com		Journalismjobs.com	N	0
24	Oregon Association of Broadcasting	Bob Singer	3422 NW Bryce Canyon LN Bend, OR 97403 503-443-2299		
25	University of Washington		www.washington.edu	N	0
26	KDRV Former Intern			N	0
27	Google Search (<i>active candidate sourcing</i>)		Google.com	N	0
28	AAJA Asian American Journalist Association		5 Third Street Suite 1108 San Francisco CA 94103	N	0
29	NAHJ National Association of Hispanic Journalists		NAHJ.org 1050 Connecticut Ave, NW 5 th Fl Washington, DC 20036 866-624-5674	N	0
30	NABJ National Association of Black Journalists		NABJonline.org 1100 Night Hall, Suite 3101 College Park, Maryland 20742 301-405-0248	N	0
31	American Meteorologist Society	Micayla Goulet	connectwithym@yourmembership.com	N	0
32	Talent Dynamics		600 Las Colinas Blvd E #100 Irving TX 75039	N	0
33	KOIN TV		222 SW Columbia St. Suite #102, Portland, OR 97201	N	0
Total Interviewees Over Reporting Period:					46

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III. Recruitment Initiatives

Type of Recruitment Initiative	Description
Participate in a job or career fair	
Participate in events/programs sponsored by or on behalf of community organizations related to careers in broadcasting	On October 2, 2025, Our Chief Meteorologist talked to Sacred Heart School 3rd graders about the weather and a career as a meteorologist. On November 18, 2025, our Chief Meteorologist & Meteorologist hosted a group of 27 eighth grade students from Madrone Trail Charter School. They toured the facility and talked about the weather and a career as a meteorologist On January 21, 2026, our Chief Meteorologist & Meteorologist hosted a group of 60 third grade students from Abraham Lincoln Elementary. They toured the facility and talked about the weather and a career as a meteorologist On March 6, 2026, our Chief Meteorologist & Meteorologist hosted a group of 30 students from Waldorf Adventures of the Rogue Valley. They toured the facility and talked about the weather and a career as a meteorologist On March 11, 2026, our Chief Meteorologist & Meteorologist hosted a group of 68 eighth grade students from Cascade Christian Middle School. They toured the facility and talked about the weather and a career as a meteorologist On March 20, 2026, our Chief Meteorologist & Meteorologist hosted a group of 15 students from Crater High School. They toured the facility and talked about the weather and a career as a meteorologist
Participate in an event/program for or on behalf of educational institutions related to careers in broadcasting	KDRV partners with the University of Oregon's DucksTV program to support the education and recruitment of aspiring broadcast professionals. Through this partnership, students and faculty can use KDRV as an educational resource, while students gain a potential pathway to begin their broadcasting careers. To date, KDRV has hired three multimedia journalists from the program. On November 5, 2025, News Director Brad Neuhoff and Multimedia Journalist Grace Ritz spoke to a communications class at Southern Oregon University. During their visit, they discussed career opportunities in broadcasting and provided students with insight into the broadcast media industry. On November 10, 2025, Grace Ritz, Multi-media Journalist spoke to the Journalism class at University of Oregon in Eugene During their visit, they discussed career opportunities in broadcasting and provided students with insight into the broadcast media industry.

	On April 8, 2026, Sam Kadera, Multi-media Journalist spoke to the Journalism class at University of Oregon in Eugene During their visit, they discussed career opportunities in broadcasting and provided students with insight into the broadcast media industry.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	KDRV sent a staff member through drone training on August 14th, 2026 for Federal Aviation Administration Part 107 certification and operation of civil small unmanned aircraft systems within the United States. September 30, 2026 the sales team participated in Forward TV Virtual Sales Conference. The program will included live category keynote interviews with advertisers, business development master classes on selling local broadcast TV, and pertinent sessions about measurement, technology, and the industry.