

KDRV, KDKF
October 1, 2024-September 30, 2025
I. Job Vacancy List

Job Title	Recruitment / Referral Source Used	Recruitment Source that Referred Hiree
Digital Content Manager	1,16,19	19
Multi-Media Journalist	1,3	3
Multi Media Journalist	1,16,19	19
Multi-Media Journalist	1,16,19	19
Multi-Media Journalist	1,16,19	16
Sports Anchor Reporter	1,16,19	16
Marketing Specialist	1,5,16,19	4
Marketing Assistant	1,5,16,19	4

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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	22
2	Southern Oregon University	Christopher Lucas	1250 Siskiyou Boulevard Ashland, OR 97520 541.552.7672	N	2
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	1
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	Ohio-IL Center of Broadcasting		www.beonair.com 9000 Sweet Valley Drive Valley View, OH 44125 (216) 447-9117	N	0
12	Craigslist		www.craigslist.com	N	0
13	YouTube (<i>Active candidate sourcing</i>)			N	0
14	602 Communication		www.602communication.com	N	0
15	Art Institute of Portland		1122 NW Davis Street, Portland, OR 97209 888-624-0300	N	0
16	Indeed.com		Indeed.com	N	41
17	Sportscasters Talent Agency of America		www.staatalent.com 949-648-7822	N	0
18	KOMU-TV		5550 Hwy 63 South, Columbia, MO 65201 573-884-6397	N	0
19	LinkedIn (<i>active candidate sourcing</i>)		www.linkedin.com	N	14
20	Spots N Dots		www.spotsndots.com	N	0

21	TV NewsCheck		Tvnewscheck.com	N	0
22					
23	Magid		www.magid.com	N	0
24	Rogue Valley Jobs		www.roguevalleyjobs.com	N	0
25	News Blues (<i>active candidate sourcing</i>)		www.newsblues.com	N	0
26	Facebook (<i>active candidate sourcing</i>)		Facebook.com	N	0
27	Handshake		www.handshake.com	N	0
28	Job Fairs (<i>see description in Section III</i>)			N	0
29	Journalismjobs.com		Journalismjobs.com	N	0
30	Express Pros		Expresspros.com	N	0
31	Oregon Association of Broadcasting	Bob Singer	3422 NW Bryce Canyon LN Bend, OR 97403 503-443-2299		
32	Workentertainment.com (<i>active candidate sourcing</i>)			N	0
33	University of Washington		www.washington.edu	N	0
34	KDRV Former Intern			N	0
35	Google Search (<i>active candidate sourcing</i>)		Google.com	N	0
36	NYU Career Counselor		44 West Fourth Street New York, NY 10012 212-998-0100	N	0
37	Penn State		201 Old Main, University Park, Pennsylvania 16802 814-865-4700	N	0
38	University of Oklahoma Outreach		1700 Asp Ave, Norman, OK 73072 405-325-4414	N	0
39	Carver Talent		Carvertalent.com	N	0
40	SBE Website		Sbe.org 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000	N	0
41	AAJA Asian American Journalist Association		5 Third Street Suite 1108 San Francisco CA 94103	N	0
42	NAHJ National Association of Hispanic Journalists		NAHJ.org 1050 Connecticut Ave, NW 5 th Fl Washington, DC 20036 866-624-5674	N	0
43	NABJ National Association of Black Journalists		NABJonline.org 1100 Night Hall, Suite 3101 College Park, Maryland 20742 301-405-0248	N	0
44	American Meteorologist Society	Micayla Goulet	connectwithym@yourmembership.com	N	0

45	Talent Dynamics		600 Las Colinas Blvd E #100 Irving TX 75039	N	0
46	University Northern Colorado	Shawn Montano	501 20 th Street Greeley, CO 80639	N	0
47	KWWL TV		511 E. St, Waterloo, Iowa 50703 319-291-1200	N	0
48	KOIN TV		222 SW Columbia St. Suite #102, Portland, OR 97201	N	0
Total Interviewees Over Reporting Period:					82

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III. Recruitment Initiatives

Type of Recruitment Initiative	Description
Participate in a job or career fair	On May 15, 2025, our SEU, General Sales Manager participated in a career fair hosted by Cascade Christian High School. During the fair the GSM discussed career opportunities in broadcasting.
Participate in events/programs sponsored by or on behalf of community organizations related to careers in broadcasting	<p>On October 2, 2024, Our Chief Meteorologist talked to Sacred Heart School 3rd graders about the weather and being a meteorologist.</p> <p>On November 11, 2023, Our Director of Community Outreach & Chief Engineers hosted a group from Siskiyou Opportunities Center for adults with developmental challenges.</p> <p>On January 21, 2025 our Chief Meteorologist hosted a group of students from New Hope Christian School. They toured the facility and talked about the weather and being a meteorologist.</p> <p>On September 26, 2025 a group of adults and children from the Arc in Jackson County toured our newsroom and studio with Chief Meteorologist, Matt Hoffman, and Meteorologist, Sara Kress.</p>
Participate in an event/program for or on behalf of educational institutions related to careers in broadcasting	<p>May 5, 2025 to Present, KDRV is in a partnership with the University of Oregon's DucksTV to help in the recruitment and education of students in the program. The partnership is designed to give the students and the professors an opportunity to use the station not only as an education resource, but a potential landing station to begin their broadcasting career.</p> <p>May 8, 2025 to Present, KDRV is in a partnership with Southern Oregon University to help in the education, internship, and recruitment of students in their media program. The partnership is designed to give the students and staff the opportunity to come together and establish a pipeline for current and graduating students.</p>
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	<p>KDRV sent a staff member through drone training for Federal Aviation Administration Part 107 certification and operation of civil small unmanned aircraft systems within the United States.</p> <p>September 30, 2025 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.</p>