

KEZI
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	KEZI Website Debbie Carter P.O. Box 7009 Springfield, OR 97475 541.485.5611	No	31
2	TV Jobs.com P.O. Box 4116 Oceanside, CA 92052	No	
3	Employee Referral	No	3
4	Internal Posting	No	1
5	University of Oregon School of Journalism Duck TV / Oregon News <i>Also online via Handshake (formerly DuckConnect)</i> Career Employer Services Human Resources 1283 University of Oregon Eugene, OR 94703 541.346.3214	No	2
6	Word of Mouth	No	2
7	Indeed.com <i>www.indeed.com</i> 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	17
8	602Communication Graeme Newell 1011 Lyndhurst Falls Lane Knightvale, NC 27545 919.217.4438	No	
9	Walk-in / Self-Referral	No	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Robert Half (fka Account Temps) Kimberly Casey 800 Willamette Street Suite 430 Eugene, OR 97401 541.345.9930	No	
11	Lane Workforce Partnership / iMatch Oregon Employment Department Sandra Crawley 2510 Oakmont Way Eugene, OR 97401 541.686.7953	No	
12	MediaLine.com Broadcast Employment Services P. O. Box 51909 Pacific Grove, CA 93950 800.237.8073	No	
13	LinkedIn www.linkedin.com	No	1
14	Spots 'n Dots Emily McKay ads@spotsndots.com 888.884.2630 x 701	No	
15	Lane Community College Career Center Staff / Tina Hunter 4000 E 30th Avenue Eugene, OR 97405 541.463.3000 Cindy Swoboda / Elizabeth Habian 3149 Oak Street Florence, OR 97439 541.463.4800	No	
16	Portland State University Mindy Konczal handshake@pdx.edu PO Box 751 – ACS Portland, OR 97207-0751 503.725.4005	No	
17	Oregon State University (via Handshake) Elizabeth Simmons 1500 SW Jefferson Avenue Corvallis, OR 97331 541.737.1000	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Oregon Association of Broadcasters Bob Singer 3422 NW Bryce Canyon LN Bend, OR 97703 503.443.2299	No	
19	Twitter / X https://twitter.com/KEZI9	No	
20	Walter Cronkite School of Journalism Arizona State University Michael K. Wong 555 N. Central Ave., Suite 302 Phoenix, AZ 85004 602.496.7430	No	
21	Eugene Tech Jobs www.eugenetechjobs.com	No	
22	Allen Media Broadcasting Website Lisa A. Bishop https://heartlandtv.com/careers/kezi.html 3282 Northside Pkwy, Suite 275 Atlanta, GA 30327 470.355.1944	No	
23	Frank N Magid Associates, Inc. Julie Seebold PO Box 1414 Minneapolis, MN 55480 612.216.0727	No	
24	Broadcast Career Link (nabfoundation.org) Nick Alfera Nick.Alfera@communitybrands.com 1 M Street SE Washington, DC 20003 727.497.6565 x3305	No	
25	Internal Transfer/Promotion	No	1
26	Broadcast Education Association (BEA) Heather Birks Heather@BEAweb.org 1 M Street, SE Washington, DC 20003 202.602-0584	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			61

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Provide a job shadow opportunity (3)	On February 3, 2026, University of Oregon student shadowed KEZI's Anchor/Reporter Cameryn Salinas. He observed Cameryn anchoring our newscasts, observed weather forecasts, and the newsroom workflow during an unusually busy, fast paced and stressful day. In June 2026, he was hired by sister station KDRV as a journalist. On May 8, 2026, a student at the University of Oregon shadowed former KEZI Producer Rebecca Hamilton to learn and observe her while producing a newscast. On August 31, 2026, a German student who is studying media in Germany and is also an intern at KVRM Radio, shadowed Account Executive Randy Joss to learn about and visit our Sales and Promotion Department, Traffic, Master Control during our live broadcast, Engineering, News and Creative Services departments, and their functions.
2	Participate in training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	On April 19, 2026, Chief Engineer Keane Laguatan attended the National Association of Broadcasters convention, where he attended the NextGen TV Tech in Motion: Inside Two Live ATSC 3.0 Lab Prototypes seminar, and on April 21, 2026, he attended the Transmission Troubleshooting seminar presented by American Amplifier Technologies. Both seminars provided job-enhancing training and also qualified him for a higher-level position.

3	Participate in training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions (3)	On March 31, 2026, KEZI's Local Sales Manager/Director of Sales completed the 10-course Sales Leadership Series offered through AMB University/Doyle on Demand. The program provides ongoing professional development focused on sales leadership, team development, coaching, performance management, and effective sales management practices. KEZI's Local Sales Manager/Director of Sales participates in the weekly JDA Today program/podcast provided through AMG University/Doyle on Demand. The program provides continuing professional development for sales leaders, including current sales strategies, leadership practices, industry trends, and management insights. KEZI's Account Executives participate in weekly sales training sessions held each Tuesday, either virtually or in the station conference room. Training topics and professional development content are provided through AMB University/Doyle on Demand and supplemented by the Local Sales Manager and Director of Sales. Training focuses on strengthening sales skills, industry knowledge, client development, and overall professional effectiveness.
4	Participate in training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	KEZI's Account Executives participate in quarterly JDA MoneyCall training sessions designed to expand professional and industry knowledge. Training includes advertising category insights, current marketplace trends, buyer priorities, and the factors influencing advertiser and agency purchasing decisions.

5	Participate in an event/program for or on behalf of educational institutions related to careers in broadcasting (2)	KEZI works in collaboration with the University of Oregon’s DucksTV and Oregon Sports Network, to help in the recruitment and education of students in the program. The partnership is designed to give students an opportunity to use the station not only as an education resource, but a potential landing station to begin their broadcasting career. KEZI News Director Matt Templeman had conferences with Duck TV Administrator Joey McMurry on January 8th, April 8th, and July 1st, and other communications on June 12th, and June 18th, regarding candidates we considered or hired for news positions. On September 3, 2026 KEZI RVP&GM Mike Boring and News Director Matt Templeman hosted the head of the Undergraduate Program of the University of Oregon School of Journalism and Communication (Nicole Dahmen) for a station tour, discussion of student recruiting for station positions, upcoming internship opportunities, and content generation skillsets that students would need when applying for station job openings.
6	Participate in training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions (2)	On August 28, 2026, KEZI’s Photographer / Editor Rhys Brown attended and passed drone training to obtain his Federal Aviation Administration Part 107 certification and operation of civil small, unmanned aircraft systems within the United States. KEZI’s Regional Vice President & General Manager Mike Boring traveled to Washington, DC on March 2-5, 2026, with members of the Oregon Association of Broadcasters Board of Directors to receive lobbying training in a seminar from the National Association of Broadcasters. Mike

		then met with several Oregon congressional members to lobby for the long-term health of local broadcasting and viability of jobs in our company and industry going forward. Topics included the 39% national station ownership cap, and ATSC 3.0 Next Generation TV.
7	Participate in mentorship programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	KEZI's LSM / DOS conducts weekly one-on-one meetings with Account Executives. These sessions include individualized coaching, performance development, goal setting, and opportunities to strengthen sales and professional skills.
8	Participate in training to personnel programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	On October 2, 2025, new Sports Anchor/Reporter Paisley Pool from sister station KDRV, trained with KEZI Sports Director Brett Taylor. Training included ENPS, Edius, Blox, script writing, video editing, camera work, use of equipment, and anchoring, to educate and enhance success in her new position, or to qualify her for a higher-level position.