

KEZI
EEO PUBLIC FILE REPORT
October 1, 2021-September 30, 2022

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Accounting Assistant	2, 3, 5, 8, 11, 25	2
Accounting Manager	2, 3, 5, 8, 11, 12, 16, 21, 22, 25	11
Accounting Manager	2, 3, 5, 8, 11, 12, 16, 21, 22, 25	16
Accounting Manager	2, 3, 5, 8, 11, 12, 16, 21, 22, 25	11
Weekend Morning Anchor/Weekday Reporter	2-5, 7, 21, 25, 29	29
Technical Director / Master Control / TMP	2-6, 8, 21, 22, 25	8
Accounts Payable Assistant Manager	2, 3, 5, 8, 11, 22, 25, 29	29
Sports Anchor/Reporter	2-5, 7, 10, 21, 25	7
Accounts Payable Specialist	2, 3, 5, 8, 22, 25	8
Digital Content Manager	2, 3, 5, 21, 25	2
Digital Sales Coordinator	2, 3, 5, 8, 12, 18, 25, 29	29
Sports Director	2-5, 21, 25	4
General Assignment Reporter	2-6, 20-22, 25	4
Weekend Meteorologist	2, 3, 5, 7, 21, 25	7

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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	The Register Guard Newspaper Becky Stringfield P. O. Box 10188 Eugene, OR 97401 541.338.2505	No	0
2	KEZI Website Debbie Carter P.O. Box 7009 Springfield, OR 97475 541.485.5611	No	2
3	TV Jobs.com P.O. Box 4116 Oceanside, CA 92052	No	1
4	Employee Referral	No	15
5	Internal Posting	No	1
6	University of Oregon <i>Now online via Handshake (formerly DuckConnect)</i> Career Employer Services Human Resources 1283 University of Oregon Eugene, OR 94703 541.346.3214	No	0
7	Word of Mouth	No	4
8	Indeed.com <i>www.indeed.com</i> 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	12

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	602Communication Graeme Newell 1011 Lyndhurst Falls Lane Knightvale, NC 27545 919.217.4438	No	0
10	Walk-in / Self-Referral	No	1
11	Robert Half (fka Account Temps) Kimberly Casey 800 Willamette Street Suite 430 Eugene, OR 97401 541.345.9930	No	5
12	Craigslist https://eugene.craigslist.org	No	0
13	ZipRecruiter April Bartolome 401 Wilshire 11 th Floor Santa Monica, CA 90401 april@ziprecruiter.com	No	0
14	Lane Workforce Partnership Oregon Employment Department Sandra Crawley 2510 Oakmont Way Eugene, OR 97401 541.686.7953	No	0
15	MediaLine.com Broadcast Employment Services P. O. Box 51909 Pacific Grove, CA 93950 800.237.8073	No	0
16	LinkedIn www.linkedin.com	No	1
17	Spots 'n Dots Emily McKay ads@spotsndots.com 888.884.2630 x 701	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	<p>Lane Community College Career Center Staff / Tina Hunter 4000 E 30th Avenue Eugene, OR 97405 541.463.3000</p> <p>Cindy Swoboda / Elizabeth Habian 3149 Oak Street Florence, OR 97439 541.463.4800</p>	No	0
19	<p>Portland State University Mindy Konczal handshake@pdx.edu PO Box 751 – ACS Portland, OR 97207-0751 503.725.4005</p>	No	0
20	<p>Oregon State University (via Handshake) Elizabeth Simmons 1500 SW Jefferson Avenue Corvallis, OR 97331 541.737.1000</p>	No	0
21	<p>Oregon Association of Broadcasters Shannon Johnson 3422 NW Bryce Canyon LN Bend, OR 97703 503.443.2299</p>	No	0
22	<p>Twitter https://twitter.com/KEZI9</p>	No	0
23	<p>Walter Cronkite School of Journalism Arizona State University Michael K. Wong 555 N. Central Ave., Suite 302 Phoenix, AZ 85004 602.496.7430</p>	No	0
24	<p>Eugene Tech Jobs www.eugenetechjobs.com</p>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Heartland Media Website Lisa A. Bishop https://heartlandtv.com/careers/kezi.html 3282 Northside Pkwy, Suite 275 Atlanta, GA 30327 470.355.1944	No	2
26	SimplyHired.com sbgresumes@sbgvtv.com 370 San Aleso Avenue Suite 200 Sunnyvale, CA 94085 650.254.9000	No	0
27	Frank N Magid Associates, Inc. Julie Seebold PO Box 1414 Minneapolis, MN 55480 612.216.0727	No	0
28	Broadcast Career Link (nabfoundation.org) Nick Alfera Nick.Alfera@communitybrands.com 1 M Street SE Washington, DC 20003 727.497.6565 x3305	No	0
29	Internal Transfer/Promotion	No	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On 10/21/21, our Executive Assistant attended a virtual presentation by WorkSource Lane, State of Oregon Employment Department entitled "How to Obtain and Retain your Workforce". Various speakers discussed methods to attract and keep employees while combating the effects of COVID-19 and the economy on today's workforce.
2	Participation in a career fair	On 4/14/22, our News Director, Chief Engineer, and Creative Services Coordinator participated in a Career Fair at Oregon State University where they met with students to discuss career and internship opportunities at KEZI.
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On 9/29/22, our Vice President and General Manager attended a virtual training course entitled "Minimizing Implicit Bias." During the course, which focused on disability bias, participants were invited to consider their own biases and the unintended consequences thereof. The course discussed strategies for ameliorating personal biases, as well as those that are situated in the policies and practices of an organization. The course was provided by the Rocky Mountain ADA Center.