

EEO PUBLIC FILE REPORT

FOR

STATION

KEZI

2975 Chad Drive
Eugene, OR 97408

This EEO Public File Report
Covers the One-Year Period
Ending on September 30, 2025

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KEZI's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on September 31, 2025 the station filled the following full-time vacancies:

2 Account Executives
Sports Anchor and Reporter
Sports Director
Creative Services Producer
Commercial Production & Promotion Manager
General Assignment Reporter
Weekend Anchor/Weekday Reporter/Producer
News Producer
News Photographer/Editor
Digital Sales Specialist
Local Sales Assistant
Technical Director / Master Control / Technical Media Producer

The station interviewed a total of one hundred seventy-three (173) people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	KEZI / Allen Media Broadcasting Website https://allenmediabroadcasting.com/careers/kezi.html Gail Eitner P.O. Box 7009 Springfield, OR 97475 541.485.5611	No	57
2	Employee Referral	No	5
3	Internal Posting	No	10
4	Word of Mouth	No	7
5	Indeed.com for Employer www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	60
6	Walk-in / Self-Referral	No	0
7	Lane Workforce Partnership Oregon Employment Department Sandra Crawley 2510 Oakmont Way Eugene, OR 97401 541.686.7953	No	0
8	LinkedIn www.linkedin.com	No	13
9	Oregon Association of Broadcasters Bob Singer 3422 NW Bryce Canyon LN Bend, OR 97703 503.443.2299	No	8
10	Internal Transfer/Promotion	No	0
11	University of Oregon School of Journalism and Communications Allen Hall Adee Shekar 1275 University of Oregon Eugene, OR 97403 541.346.3738	No	13
TOTAL INTERVIEWEES OVER REPORTING PERIOD			173

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: **Account Executive**

Recruitment Source That Referred the Hire: **Linked In**

Date Vacancy Opened: _____

Total Number of Persons Interviewed for the Vacancy: **6**

Date Vacancy Filled: **4/7/25**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	2	No
Indeed for Employer	www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750		646.459.9074	1	No
Linkedin	www.linkedin			3	No
Internal Posting				0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					6

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree: Linked In

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 5/01/25

Recruitment Sources Used to Fill the Vacancy: Linked In

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	1	No
Linkedin	www.linkedin			1	No
Indeed for Employer	www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750		646.459.9074	1	No
Internal Posting	KEZI			0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					3

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Sports Anchor and Reporter

Recruitment Source That Referred the Hiree: University of Oregon

Date Vacancy Opened: 2/17/25

Total Number of Persons Interviewed for the Vacancy: 18

Date Vacancy Filled: 4/7/25

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	7	No
Employee Referral				1	No
Internal Posting	KDRV/KEZI			2	No
Word of Mouth				2	No
Linkedin	www.linkedin			1	No
University of Oregon School of Journalism and Communications	1275 University of Oregon Eugene, OR 97403 541.346.3738			1	No
Oregon Association of Broadcasters	3422 NW Bryce Canyon LN Bend, OR 97703	Bob Singer	503.443.2299	4	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					18

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Sports Director

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 2/17/25

Total Number of Persons Interviewed for the Vacancy: 23

Date Vacancy Filled: 4/7/25

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	7	No
Internal Posting	KDRV			3	No
Word of Mouth				2	No
Employee Referral				1	No
Indeed for Employer www.indeed.com	6433 Champion Grandview Way Austin, TX 78750		646.459.9074	2	No
Linkedin	www.linkedin			2	No
University of Oregon School of Journalism and Communications	1275 University of Oregon Eugene, OR 97403 541.346.3738			2	No
Oregon Association of Broadcasters	3422 NW Bryce Canyon LN Bend, OR 97703	Bob Singer	503.443.2299	4	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					23

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Creative Services Producer

Recruitment Source That Referred the Hire: Internal

Date Vacancy Opened: 5/05/25

Total Number of Persons Interviewed for the Vacancy: 25

Date Vacancy Filled: 7/28/25

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	1	No
Internal Posting	KDRV/KEZI			1	No
Indeed for Employer www.indeed.com	6433 Champion Grandview Way Austin, TX 78750		646.459.9074	23	No
Linkedin	www.linkedin			0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					25

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Creative Services Director

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 5/5/25

Total Number of Persons Interviewed for the Vacancy: 28

Date Vacancy Filled: 7/28/25

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	6	No
Employee Referral				1	No
Internal Posting	KEZI/KDRV			2	No
Word of Mouth				0	No
Indeed for Employer www.indeed.com	6433 Champion Grandview Way Austin, TX 78750		646.459.9074	12	No
Linkedin	www.linkedin			5	No
Lane Workforce Partnership	2510 Oakmont Way Eugene, OR 97401		541.686.7953	0	No
University of Oregon School of Journalism and Communications	1275 University of Oregon Eugene, OR 97403 541.346.3738			2	No
Oregon Association of Broadcasters	3422 NW Bryce Canyon LN Bend, OR 97703	Bob Singer	503.443.2299	0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					28

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: General Assignment Reporter

Recruitment Source That Referred the Hire: University of Oregon

Date Vacancy Opened: 10/16/24

Total Number of Persons Interviewed for the Vacancy: 20

Date Vacancy Filled: 5/12/25

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	11	No
Employee Referral				1	No
Word of Mouth				1	No
Internal Posting				0	No
Linkedin	www.linkedin			0	No
Lane Workforce Partnership	2510 Oakmont Way Eugene, OR 97401		541.686.7953	0	No
University of Oregon School of Journalism and Communications	1275 University of Oregon Eugene, OR 97403 541.346.3738			7	No
Oregon Association of Broadcasters	3422 NW Bryce Canyon LN Bend, OR 97703	Bob Singer	503.443.2299	0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					20

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Weekend Anchor/Weekday Reporter/Producer **Recruitment Source That Referred the Hiree:** Internal

Date Vacancy Opened: 10/16/24

Total Number of Persons Interviewed for the Vacancy: 9

Date Vacancy Filled: 4/23/25

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	6	No
Employee Referral				0	No
Internal Posting				0	No
Word of Mouth				0	No
Indeed for Employer www.indeed.com	6433 Champion Grandview Way Austin, TX 78750		646.459.9074	2	No
Linkedin	www.linkedin			0	No
Lane Workforce Partnership	2510 Oakmont Way Eugene, OR 97401		541.686.7953	0	No
University of Oregon School of Journalism and Communications	1275 University of Oregon Eugene, OR 97403 541.346.3738			1	No
Oregon Association of Broadcasters	3422 NW Bryce Canyon LN Bend, OR 97703	Bob Singer	503.443.2299	0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					9

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: News Producer

Recruitment Source That Referred the Hire: Linked In

Date Vacancy Filled: 5/8/25

Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	1	No
Employee Referral				0	No
Internal Posting				0	No
Word of Mouth				0	No
Indeed for Employer www.indeed.com	6433 Champion Grandview Way Austin, TX 78750		646.459.9074	0	No
Linkedin	www.linkedin			1	No
Lane Workforce Partnership	2510 Oakmont Way Eugene, OR 97401		541.686.7953	0	No
University of Oregon School of Journalism and Communications	1275 University of Oregon Eugene, OR 97403 541.346.3738			0	No
Oregon Association of Broadcasters	3422 NW Bryce Canyon LN Bend, OR 97703	Bob Singer	503.443.2299	0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					2

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: News Photographer

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 7/28/25

Total Number of Persons Interviewed for the Vacancy: 7

Date Vacancy Filled: 9/4/25

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	5	No
Employee Referral				0	No
Internal Posting				1	No
Word of Mouth				1	No
Indeed for Employer www.indeed.com	6433 Champion Grandview Way Austin, TX 78750		646.459.9074	0	No
Linkedin	www.linkedin			0	No
Lane Workforce Partnership	2510 Oakmont Way Eugene, OR 97401		541.686.7953	0	No
University of Oregon School of Journalism and Communications	1275 University of Oregon Eugene, OR 97403 541.346.3738			0	No
Oregon Association of Broadcasters	3422 NW Bryce Canyon LN Bend, OR 97703	Bob Singer	503.443.2299	0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					7

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Digital Specialist

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 8/1/25

Total Number of Persons Interviewed for the Vacancy: 11

Date Vacancy Filled: 9/2/25

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	1	No
Employee Referral				0	No
Internal Posting				1	No
Word of Mouth				0	No
Indeed for Employer www.indeed.com	6433 Champion Grandview Way Austin, TX 78750		646.459.9074	9	No
Linkedin	www.linkedin			0	No
Lane Workforce Partnership	2510 Oakmont Way Eugene, OR 97401		541.686.7953	0	No
University of Oregon School of Journalism and Communications	1275 University of Oregon Eugene, OR 97403 541.346.3738			0	No
Oregon Association of Broadcasters	3422 NW Bryce Canyon LN Bend, OR 97703	Bob Singer	503.443.2299	0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					11

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Local Sales Assistant

Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 8/15/2025

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 9/23/2025

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	1	No
Employee Referral				1	No
Internal Posting				0	No
Word of Mouth				0	No
Indeed for Employer	www.indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750		646.459.9074	0	No
Lane Workforce Partnership	2510 Oakmont Way Eugene, OR 97401		541.686.7953	0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					2

FULL-TIME VACANCY EEO INFORMATION**[Fill out for each full-time vacancy]****Job Title of Vacancy:** Technical Director/**Recruitment Source That Referred the Hiree:** PendingMaster Control / Technical Media Producer**Date Vacancy Opened:** 2/26/24**Total Number of Persons Interviewed for the Vacancy:** 19**Date Vacancy Filled:** Pending**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KEZI/Allen Media Broadcasting Website	P.O. Box 7009 Springfield, OR 97475	Gail Eitner	541.485.5611	8	No
Word of Mouth				1	No
Indeed for Employer www.indeed.com	6433 Champion Grandview Way Austin, TX 78750		646.459.9074	10	No
Internal Posting					
Linkedin	www.linkedin			0	No
Lane Workforce Partnership	2510 Oakmont Way Eugene, OR 97401		541.686.7953	0	No
University of Oregon School of Journalism and Communications	1275 University of Oregon Eugene, OR 97403 541.346.3738			0	No
Oregon Association of Broadcasters	3422 NW Bryce Canyon LN Bend, OR 97703	Bob Singer	503.443.2299	0	No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					19

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station KEZI has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
8	Sales Account Manager Training	JDA Media quarterly training on Sales Techniques, Friday 9am-10am – 4 total training sessions
8	Sales Account Manager Training	JDA Media month training on Sales techniques – Tuesday 9am-10am – 12 total training sessions
9	Sales Account Manager Training	Barb Brancato, Local Sales Manager, Mentoring Sales Account Managers bi-monthly on Tuesdays, 9am – 10am – 24 Sessions
3	Co-Sponsoring of job fair	Sponsoring the Southern Oregon Trade Careers Expo Tuesday, September 30, 2025 8am – 3:30pm
16	University of Oregon School of Journalism and Communication	Matt Templeman, News Director, provided mentorship to University of Oregon School of Journalism and Communication to graduating seniors and hiring to News staff

*For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.