

**KEZI**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022-September 30, 2023**

**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
Sports Reporter/Anchor	2, 3, 5, 7, 21, 25	7
Sales Administrative Assistant	2, 3, 5, 8, 21, 22, 25	8
Accounts Receivable / Customer Service Rep	2, 3, 5, 8, 11, 13, 21, 25, 29	29
Sales Administrative Assistant	2, 3, 5, 8, 21, 22, 25	8
Digital Content Producer/Content Editor	2-5, 16, 21, 25	2
Accounting Service Center – Disbursement Manager	2, 3, 5, 8, 11, 22, 25	8
Accounts Payable Specialist	2, 3, 5, 8, 22, 25	8
Payroll Coordinator	2, 3, 5, 8, 11, 21, 22, 25	8
Sports Reporter / Anchor	2-5, 7, 21, 22, 25	4
Weekday Evening Anchor & Producer/ Weekday Reporter	2, 3, 5, 21, 25, 29	29
Weekday Morning Meteorologist	2-4, 21, 25	4
Newscast Producer	2, 3, 5, 21, 25	2
Newscast Producer	2, 3, 5, 7, 21, 25	7
Newscast Producer	2, 3, 5, 21, 25, 29	29
Newscast Producer	2-5, 21, 25	4
Assistant News Director	2, 3, 21, 22, 25, 30	2

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>The Register Guard Newspaper</b> Becky Stringfield P. O. Box 10188 Eugene, OR 97401 541.338.2505	No	0
2	<b>KEZI Website</b> Debbie Carter P.O. Box 7009 Springfield, OR 97475 541.485.5611	No	10
3	<b>TV Jobs.com</b> P.O. Box 4116 Oceanside, CA 92052	No	0
4	<b>Employee Referral</b>	No	7
5	<b>Internal Posting</b>	No	0
6	<b>University of Oregon</b> <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	<b>Word of Mouth</b>	No	7
8	<b>Indeed.com</b> <i>www.indeed.com</i> 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	16

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	<b>602Communication</b> Graeme Newell 1011 Lyndhurst Falls Lane Knightvale, NC 27545 919.217.4438	No	0
10	<b>Walk-in / Self-Referral</b>	No	0
11	<b>Robert Half (fka Account Temps)</b> Kimberly Casey 800 Willamette Street Suite 430 Eugene, OR 97401 541.345.9930	No	10
12	<b>Craigslist</b> <a href="https://eugene.craigslist.org">https://eugene.craigslist.org</a>	No	0
13	<b>ZipRecruiter</b> April Bartolome 401 Wilshire 11 <sup>th</sup> Floor Santa Monica, CA 90401 <a href="mailto:april@ziprecruiter.com">april@ziprecruiter.com</a>	No	0
14	<b>Lane Workforce Partnership</b> Oregon Employment Department Sandra Crawley 2510 Oakmont Way Eugene, OR 97401 541.686.7953	No	0
15	<b>MediaLine.com</b> Broadcast Employment Services P. O. Box 51909 Pacific Grove, CA 93950 800.237.8073	No	0
16	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	1
17	<b>Spots 'n Dots</b> Emily McKay <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> 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><b>Lane Community College</b>  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><b>Portland State University</b>  Mindy Konczal  handshake@pdx.edu  PO Box 751 – ACS  Portland, OR 97207-0751  503.725.4005</p>	No	0
20	<p><b>Oregon State University (via Handshake)</b>  Elizabeth Simmons  1500 SW Jefferson Avenue  Corvallis, OR 97331  541.737.1000</p>	No	0
21	<p><b>Oregon Association of Broadcasters</b>  Bob Singer  3422 NW Bryce Canyon LN  Bend, OR 97703  503.443.2299</p>	No	0
22	<p><b>Twitter</b>  <a href="https://twitter.com/KEZI9">https://twitter.com/KEZI9</a></p>	No	0
23	<p><b>Walter Cronkite School of Journalism  Arizona State University</b>  Michael K. Wong  555 N. Central Ave., Suite 302  Phoenix, AZ 85004  602.496.7430</p>	No	0
24	<p><b>Eugene Tech Jobs</b>  www.eugenetechjobs.com</p>	No	0
25	<p><b>Allen Media Broadcasting Website</b>  Lisa A. Bishop  <a href="https://heartlandtv.com/careers/kezi.html">https://heartlandtv.com/careers/kezi.html</a>  3282 Northside Pkwy, Suite 275  Atlanta, GA 30327  470.355.1944</p>	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	<b>SimplyHired.com</b> sbgresumes@sbgstv.com 370 San Aleso Avenue Suite 200 Sunnyvale, CA 94085 650.254.9000	No	0
27	<b>Frank N Magid Associates, Inc.</b> Julie Seebold PO Box 1414 Minneapolis, MN 55480 612.216.0727	No	0
28	<b>Broadcast Career Link (nabfoundation.org)</b> Nick Alfera Nick.Alfera@communitybrands.com 1 M Street SE Washington, DC 20003 727.497.6565 x3305	No	0
29	<b>Internal Transfer/Promotion</b>	No	3
30	<b>Broadcast Education Association (BEA)</b> Heather Birks Heather@BEAweb.org 1 M Street, SE Washington, DC 20003 202.602-0584	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>56</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Provide training to management level personnel as to FCC Equal Employment Opportunity compliance and recruiting practices	On 10/17/2022, our Creative Services Manager attended a two-part training course by The Oregon Association of Broadcasters entitled “The Great Reimagination” and “Planning for Tomorrow.” These courses covered FCC EEO compliance and methods for successful recruiting and outreach to the community and beyond. The trainings also
<b>2</b>	Participate in an event/program for or on behalf of an educational institution (2)	On 11/10/2022, students from Sand Ridge Charter School came to the station for a station tour with our Chief Meteorologist.  On 5/18/2023, our Chief Meteorologist gave a station tour to students from the Arts and Technology Academy.
<b>3</b>	Participate in an event/program for or on behalf of an educational institution (2)	On 11/9/2022, our Chief Meteorologist spoke at Elizabeth Page Elementary to students and faculty about the weather and what it’s like to be a meteorologist.  On 11/16/2022, our Chief Meteorologist spoke at Creslane Elementary to students and faculty about weather and what it’s like
<b>4</b>	Participate in an event/program for or on behalf of an educational institution	On 2/10/2022, 2/17/2022, and 2/24/2022, our Chief Meteorologist participated as a mentor in the “Skills Days Programs” at Coburg Community Charter School. In that role, he taught students about his job as a meteorologist and talked about the many aspects of weather and the importance of
<b>5</b>	Participate in an event/program for or on behalf of an educational institution	On 1/20/2023, our Chief Meteorologist was interviewed by a Journalism student from the University of Oregon about his personal career path, pursuing a career in news, and overcoming self-doubt and imposter syndrome.

<b>6</b> Provide an Internship Opportunity	In June 2023, a University of Oregon student began a 10-week internship in the News department where she spent time with reporters, anchors, producers, and photographers learning their crafts. The student was supervised by members of the News department.
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