

EEO Public File Report

Employment Unit Licensee:

The State of Oregon Acting By and Through the State Board of Higher Education For Southern Oregon University's Jefferson Public Radio

Licensed Stations: KSOR, KSBA, KSKF, KSMF, KSRS, KNSQ, KNCA, KSJK, KAGI, KSRG, KNYR, KNHT, KLMF.

Time Brokered Stations: KOOZ, KTBR, KMJC, KSYC, KPMO, KJPR, KNHM, KRVM.

Report Period: October 1, 2006 - September 30, 2007

Number of Full-Time Vacancies Filled: 1

Titles of Vacancies Filled	Reference Numbers of Recruitment Sources Utilized to Publicize Opportunity (See EEO Program Employment Opportunity Mailing List, below)	Hiree Recruitment Source Reference Number
News Director	1 – 10; 13 - 24	1

Outreach Initiatives:

Internship / Volunteer Program: During this 2006-07 reporting period, the Licensee continued the Internship/Volunteer Program at the Station Employment Unit. The program provides opportunities to general community members to learn skills which prepare them for employment in the broadcast industry. The program reaches out broadly for participants. The Licensee publicizes the program on an on-going basis in on-air announcements on the Licensee's FM and AM radio stations located in portions of Oregon and California; in the Licensee's monthly print publication, The Jefferson Monthly, which is distributed throughout Licensee's coverage area, and on the Licensee's website, www.ijpr.org.

The Program provides community members opportunities in the News and Programming Departments of the station. Participants gather, write and deliver News on the air. Participants also produce and host music and public affairs programming on the air. The Station Employment Unit typically has five to eight volunteer participants active in the station in a given week. Daily and weekly radio programs contributed to by the participants of the program include The Jefferson Exchange, The Jefferson Daily, Open Air, The Folk Show, American Rhythm, Rollin' the Blues, and Siskiyou Music Hall. Director of FM Programming, Eric Teel, and Assistant Program Director, Bryon Lambert, oversee this program.

This program has been effective in developing candidates for positions in the Broadcast industry, and has produced full-time hires for both the Licensee and for other broadcasters, as well.

Work Study Program: The station maintains a work study program for students of Southern Oregon University, a campus of Oregon's Board of Higher Education, the station's Licensee. This program provides real-world opportunities for undergraduate and graduate university students to learn about broadcast industry rules, regulations and issues and to perform meaningful duties within a multistation broadcast environment. The program is supervised by senior station and university personnel. Director of FM Programming, Eric Teel, oversees the program.

Management Personnel Training in Equal Employment Opportunity and in Discrimination Prevention: The station's Associate Director, Paul Westhelle, participated during the 2006-07 reporting period in the Licensee's Human Resources Advisory Committee, an on-going program endeavoring to assure that EEO policies in the areas of employment recruitment, employee training, employee retention and equitable compensation are established, widely communicated, adhered to, and adjusted as needed.

JEFFERSON PUBLIC RADIO

EEO Program Employment Opportunity Mailing List 10/2006 - 9/2007

Ref. #	RECRUITMENT SOURCES	Contact	Address	Phone	Interviewees Referred	Requested Vacancy Notification (Y/N)
1	Internal - JPR Management & Staff	Ron Kramer	1250 Siskiyou Blvd, Ashland, OR 97520	541-552-6301	1	N
2	JPR Website Posting	Paul Westhelle	1251 Siskiyou Blvd, Ashland, OR 97520	541-552-6302	0	N
3	Medford Mail Tribune	Angel Rossiter	111 N. Fir Street, Medford, OR 97501	541-776-4466	0	N
4	Ashland Daily Tidings	Angel Rossiter	111 N. Fir Street, Medford, OR 97501	541-776-4466	0	N
5	Oregon Association of Broadcasters Job Bank	Bill Johnstone	7150 SW Hampton, Portland, OR 97223	503-443-2299	0	N
6	California Broadcasters Association Job Bank	Joe Berry	915 "L" Street, Sacramento, CA 95814	916-444-2237	0	N
7	NAB Career Center	Karen Hunter	1771 N Street NW, Washington, DC 20045	202-429-5438	0	N
8	Broadcast Employment Services	webmaster@amfmjobs.com	PO Box 4116 Oceanside, CA 92052	800-374-0119	0	N
9	Corporation for Public Broadcasting Jobline	jobline@cpb.org	401 9th St. NW, Washington D.C. 2004-2129	202-879-9808	1	N
10	Current / Public Radio & TV Trade	Victoria Maulhardt	1612 K St., N.W., Ste. 704, Washington, D.C. 20006	202-463-7055	0	N
11	Association of Music Personnel in Public Radio	David Duff	PO Box 870370, Tuscaloosa, AL 35487	205-348-6644	0	N
12	Redding Record Searchlight	Lynette Young	1101 Twin View Blvd, Redding, CA 96049	800-666-3993	0	N

Ref. #	COMMUNITY REFERRAL SOURCES	Contact	Address	Phone	Action
13	The Job Council	Pam Farquhar	673 Market Street, Medford, OR 97504	541-776-5100	0
14	Southern Oregon University Career Services	Sharon Fink	1250 Siskiyou Blvd, Ashland, OR 97520	541-552-6213	0
15	Oregon State University Career Services	Tom Munnerlyn	8 Kerr Administration Buiding, Corvallis, OR 97331	541-737-0123	0
16	University of Oregon Career Services	Pat Ferris	PO Box 3257, Eugene, OR 97403	541-346-3235	0
17	Rogue Community College	Maryanne Whelan	3345 Redwood Highway, Grants Pass, OR 97527	541-245-7560	0
18	State of Oregon Employment Division	John Satnick	119 N. Oakdale, Medford, OR 97501	541-776-6060	1
19	California Department of Employment	Cathy Loucks	1325 Pine Ridge, Redding, CA 96001	530-225-2284	0
20	Confederated Tribes-Rogue Table Rock	Grey Eagle	PO Box 1651, Medford, OR 97501	541-664-9250	0
21	The Klamath Tribes	Charlene Hescoc	PO Box 436, Chiloquin ,OR 97624	800-524-9787	0
22	Job Corps Southern Oregon	David Talley	1545 Harbeck Rd., Grants Psss, OR	541-421-0502	0
23	So.Oregon Women's Access to Credit	Dennis Davis	33 N. Central St., Medford, OR 97501	541-779-3992	0
24	Multicultural Association of Southern Oregon	Tami Snyder	PO Box 67, Medford, OR 97501	541-779-3740	0

Total Interviewees 3