

**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, 2007 • September 30, 2008

**Number of Full-Time Vacancies Filled:** 0

<b>Titles of Vacancies Filled</b>	<b>Reference Numbers of Recruitment Sources Utilized to Publicize Opportunity</b> (See EEO Program Employment Opportunity Mailing List, below)	<b>Hiree Recruitment Source Reference Number</b>
		0

## **Outreach Initiatives:**

Since the Licensee's stations serve small markets, as defined by FCC Rule 73.2080 (47 C.F.R. § 73.2080) the licensee is required to perform two outreach initiatives. Nevertheless, the Licensee has engaged in more than two outreach initiatives during the 2007-2008 reporting period.

**Fairs:** A representative of the Licensee hosted the Southern Oregon University Internship and Volunteer Fair of 2007 and the Career Fair of 2008 in Ashland, Oregon on October 11, 2007 and May 8, 2008. Representing the Licensee was Mr. Peter Weston.

**Internship / Volunteer Program:** During this 2007-08 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](http://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*, *Jazz Sunday* 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 multi-station 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 2007-08 reporting period in the Licensee's Human Resources Advisory Committee, an on-going program which has among its objectives 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 • 10/2007 - 9/2008

1	Internal - JPR Management & Staff	Ron Kramer	1250 Siskiyou Blvd. Ashland. OR 97520	541-552-6301	0	N
2	JPR Website Posting	Paul Westhelle	1250 Siskiyou Blvd. Ashland, .OR 97520	541-552-6301	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	<a href="http://www.theoab.org">http://www.theoab.org</a>	7150 SW Hampton. Portland. OR 97223	503-443-2299	0	N
6	California Broadcasters Association Job	<a href="http://www.cabroadcasters.org">http://www.cabroadcasters.org</a>	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	<a href="mailto:webmaster@amfmjobs.com">webmaster@amfmjobs.com</a>	PO Box 4116 Oceanside. CA 92052	800-374-0119	0	N
9	Corporation for Public Broadcasting	<a href="mailto:jobline@cpb.org">jobline@cpb.org</a>	401 9 <sup>th</sup> St. NW, Washington, DC. 20004-2037	202-879-9808	0	N
10	Current / Public Radio & TV Trade	Victoria Mauhardt	1612 K St. NW. Ste. 704. Washington. DC 20006	202-463-7055	0	N
11	Association of Music Personnel in Public	David Duffl	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

13	The Job Council	Pam Farquhar	673 Market Street. Medford. OR 97504	541.776-5100	0	N
14	Southern Oregon University Career Services	Sharon Fink	1250 Siskiyou Blvd. Ashland. OR 97520	541-552-6213	0	N
15	Oregon State University Career Services	Tom Munnerlyn	8 Kerr Administration Building. Corvallis. OR	541-737-0123	0	N
16	University of Oregon Career Services	Pat Ferris	PO Box 3257. Eugene. OR 97403	541-346-3235	0	N
17	Rogue Community College	Maryanne Whelan	3345 Redwood Highway. Grants Pass, OR 97527	541-245-7560	0	N
18	State of Oregon Employment Division	John Satnick	119 N Oakdale Medford. OR 97501	541-776-6060	0	N
19	California Department of Employment	Cathy Loucks	1325 Pine Ridge. Redding. CA 96001	530-225-2284	0	N
20	Confederated Tribes-Rogue Table Rock	Grey Eagle	P0 Box 1651. Medford. OR 97501	541-664-9250	0	N
21	The Klamath Tribes	Charlene Hancock	PO Box 436. Chiloquin .OR 97624	800-524-9787	0	N
22	Job Corps Southern Oregon	Ellen Kelly	897 Royal Ave., Ste. D. Medford. OR 97504	541-282-0502	0	N
23	So Oregon Women's Access to Credit	Dennis Davis	33 N. Central St., Medford. OR 97501	541-779-3992	0	N
24	Multicultural Association of Southern Oregon	Tami Snyder	P0 Box 67. Medford. OR 97501	541-779-3740	0	N

**Total Interviewees**

**0**