

Southern Oregon Public Television, Inc.
EEO Public File Report
October 1, 2025 - September 30, 2026

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. Southern Oregon Public Television, Inc. (SOPBS) operates two digital television transmitters KSYS-DT and KFTS-DT serving, Curry, Douglas, Jackson, Josephine and Klamath Counties in Oregon and Modoc and Siskiyou Counties in California. This report is placed in the public inspection files and available on SOPBS's website.

The information in this report covers the time period beginning October 1, 2025, to September 30, 2026 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by company, web address and physical address if used.
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period:
4. Data reflecting the total number of persons interviewed for full-time vacancies
5. A list and brief description of the outreach initiatives undertaken.
6. Staff training designed to enable station personnel to acquire additional skills.

Appendices which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hire accepted the job offer. A person is considered "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD

Date Hired	Job Title	Total Interviewed for the Position	Recruitment Source Referring the Hiree
11/19/2025	Director of Donor Relations	5	SOPBS Website
1/13/2026	Membership Assistant	3	SOPBS Website
6/4/2026	Media Asset Coordinator I	4	Word of Mouth
6/29/2026	Director of Donor Relations	0	Exigent Hire

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
SOPBS Website	4
Indeed	2
LinkedIn	2
Word of Mouth	3
Resume on File	1
Total Number of Persons Interviewed During the Reporting Period	12

Resource Agencies

None of these organizations are entitled to vacancy notification.

1	Rogue Valley Times	800-781-3214	2 E Main St STE 200, Medford, OR 97501
2	Ashland Daily Tidings	541-776-4382	PO Box 1108 Medford, OR 97501
3	Oregon Employment Department	541-776-6060 iMatch Skills	119 N Oakdale Ave Medford, OR 97501
4	SOPBS Website	In House	www.sopbs.org
5	The Oregonian	www.oregonian.com	1320 SW Broadway Portland, OR 97201
6	Craigslist	www.craigslist.com	Online
7	Rogue Valley Jobs	www.roguevalleyjobs.net	Online
8	Public Broadcasting Service	www.connectpbs.org 703-739-5000	2100 Crystal City Dr. Arlington VA 22202-3785

9	The Job Council Work Source Oregon	541-776-5100	673 Market St Medford, OR 97504
10	MajorGiving	www.majorgiving.com	Search Firm
11	Adult & Family Services		800 Cardley Ave Medford, OR 97504
12	Society of Broadcast Engineers	www.sbe.org	Online
13	Jackson County RCC Diversity Office		1600 N Riverside 1001 Medford, OR 97501
14	Opus Radio	oscar@opusradio.com	Online
15	Corporation for Public Broadcasting	CPB.org	Online
16	Linkedin	www.linkedin.com	Online
17	Current Newspaper	jobs@current.org	Online
18	Indeed	Indeed.com	Online
19	Internal Notification		
20	Word of Mouth		
21	Livingston and Associates	livingstonassociates.net 410-243-1974	7345 S Pierce St. Suite 101 Littleton, CO 80128

**SOPBS Annual EEO Public File Report
October 1, 2025 – September 30, 2026**

Narrative Report

RECRUITMENT INITIATIVES

SOPBS operates in the 140th television market in the United States which is classified as a small market. SOPBS is required to engage in at least two Recruitment Initiatives during each two-year period.

Outreach Initiative #1

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Interns

Nickolas Caldwell 4/2026 to 5/2026

Outreach Initiative #2

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

See recruitment sheet.

Outreach Initiative #3

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

PBS Education – Anna Ford

Outreach Initiative #4

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

October 2025

NETA: Reimagining the Station of the Future: Organizational Structures for a New Era (10/1) – Phil Meyer

Public Media Company: Launching the Public Media Bridge Fund (10/1) – Mindy Gomes, Phil Meyer

PBS: FY26 Integrated Fundraising Series: End-of-Year Prep (10/14) – Phil Meyer

Candid and GoFundMe: Maximize Giving Season — Diversify Your Funding (10/15) – Phil Meyer

CDP: FY25 Year-End Review and FY26 Discussion (10/17) – Mindy Gomes, Phil Meyer

PBS: General Audience Programming Long Lead Preview (10/31) – Phil Meyer

November 2025

CDP: CDP Virtual Events intro to Slack (11/14) – Mindy Gomes

December 2025

NPR: Music Rights Webinar (12/11) – Phil Meyer

PBS: December Town Hall (12/17) – Mindy Gomes, Phil Meyer

January 2026

Public Media For All: The Future is Now: Visions and Practices for a Better Public Media (1/8) – Phil Meyer

Public Media Innovators and Current: Innovate with Current: The Future of Public Media (1/15) – Phil Meyer

Candid: Kickstart 2026 fundraising with the new Candid search (1/27) – Phil Meyer

February 2026

PBS: February Town Hall (2/10) – Mindy Gomes, Phil Meyer

Myers/ProTrack: What's the Deal with That? Subjects: Program segmentation, sIX metadata import, and media management (2/11) – Gretchen Isaacs

PBS: PBS Lunch & Learn: MRI-Simmons Overview for Public Media (2/12) – Phil Meyer

CDP: Q4 2025 State of Fundraising (2/25) – Mindy Gomes

March 2026

PBS: PBS Web Portal Cable Copyright Retransmission Distribution Submission Webinar (3/11) – Phil Meyer

CDP: Inuvo: Build Future Donor Pipelines (3/17) – Phil Meyer

CDP: Giving Docs: Planned Giving for Long Term Revenue (3/19) – Mindy Gomes, Phil Meyer

Getting Attention: From Click to Subscriber: Turning Search Traffic Into Email Growth (3/31) – Phil Meyer

April 2026

Myers/ProTrack: Segment Smarter, not Harder. Subject: ProTrack updates version 6 to version 7 (4/8) – Gretchen Isaacs

SUG Presents: The Road to \$8/month: 3 Stations' Experiences with the Passport Level Increase (4/16) – Mindy Gomes

Current and Public Media Innovators: What's Working With Public Media Newsletters (4/23) – Phil Meyer

May 2026

PBS Annual Meeting Austin, TX (5/5 to 5/7) – Floyd Aragon, Phil Meyer

CDP: Q1 2026 State of Fundraising (5/27) – Mindy Gomes, Phil Meyer

June 2026

FAA Part 107 Certification (6/17) – Tripp White

GivingIQ: GivingIQ Non-cash Giving Strategy Session (6/18) – Phil Meyer

PBS: June Town Hall (6/24) – Mindy Gomes, Phil Meyer

PBS: Connecting Audience Insights Across TV and Digital (6/25) – Phil Meyer

July 2026

Current and Public Media Innovators: How Public Media Stations Are Building AI Policies (7/16) – Phil Meyer

Capital Campaign Pro: Is Your Organization Really Ready for a Capital Campaign? (7/23) – Phil Meyer

ForJournalism: Rural and Small-Town Journalism Conference (7/30) – Phil Meyer, Keegan Van Hook

August 2026

Dunham & Co.: Giving USA 2026: What Does It Mean for My Organization? (8/6) – Phil Meyer

Getting Attention: Growing Your Email List Google Ads (8/13) – Phil Meyer

Getting Attention: How to Build a Google Ads Strategy Around Your Nonprofit's Goals (8/20) – Phil Meyer

CDP: Q2 2026 State of Fundraising (8/25) – Mindy Gomes, Phil Meyer

Major Gifts Fundraisers Course from Veritus Group Academy (8/24 to 8/31) – Colleen Pyke

September 2026

Greater Public: A Visionary Keynote Event: Live with Seth Godin! (9/2) – Phil Meyer

Public Media Company: Bridge Fund: Steal This Idea Workshop (9/22) – Mindy Gomes

PBS: Local Messages on National Platforms (LoN) Program Onboarding (9/24) – Marguerite Celeste

Major Gifts Fundraisers Course from Veritus Group Academy (9/1 to 9/30) – Colleen Pyke

Outreach Initiative #5

Career Fairs

Participation in local career fairs by station personnel who have substantial responsibility in making hiring decisions to recruit for internships and open positions.

SOU Career Fairs – Southern Oregon University provides career-focused and comprehensive educational experiences to over 6,200 students on both its Ashland and Medford campuses. SOU primarily serves the state of Oregon with a focus on southern Oregon and the northernmost counties of California.

October 22, 2025 – Anna Ford, Mindy Gomes