EEO Public File Report

Licensee: Southern Oregon University (SOU)

Station Employment Unit (SEU): Jefferson Public Radio (JPR)

Licensed Stations: KSOR, KSBA, KSKF, KSMF, KSRS, KNSQ, KNCA, KSJK, KAGI, KSRG, KNYR, KNHT, KLMF, KLDD, KZBY, KHEC, KOOZ, KTBR, KMJC, KPMO, KJPR, KNHM, KWCA, KHWA, KSYC-FM

Report Period: October 1, 2025 • September 30, 2026

Number of Full-Time Vacancies Filled: 1

Titles of Vacancies Filled	Reference Numbers of Recruitment Sources Utilized to Publicize Opportunity (See Recruitment Sources below)	Total Number of Applicants	Interviewee Recruitment Source Reference Numbers (Source Reference Number / Number of Interviewees)	Hiree Recruitment Source Reference Number
Reporter/Producer (Report for America Corps Member)	1, 2, 3, 5, 24	5	24/5	24

Report for America Recruitment: The SEU participated in the journalist placement program administered by Report for America, a national nonprofit organization that works with news organizations to recruit journalists for positions serving under-served communities and under-covered topics.

As part of the program, Report for America conducted a national recruitment effort to identify qualified journalists interested in the available reporting position. The SEU received a pool of candidates through the program and reviewed their qualifications. From that pool, the SEU selected five candidates for interviews. Following the interview and selection process, the SEU hired one journalist for the Reporter position covering the rural Southern Oregon Coast region.

Participation in the Report for America placement program provided the SEU with a broad based recruitment source for identifying qualified candidates for the position. The five candidates interviewed for the position learned about it from the following sources; Lined In, current or former RFA member, personal reference.

JEFFERSON PUBLIC RADIO

EEO Program Recruitment & Referral Sources • 10/1/2025 - 9/30/2026

#	RECRUITMENT SOURCE	ACCESS / ADDRESS	CONTACT
1	Internal - JPR Management & Staff	1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
2	JPR Employee Referrals	1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
3	JPR Website	ijpr.org / 1250 Siskiyou Blvd., Ashland, OR 97520	Paul Westhelle
4	JPR Facebook Page	facebook.com/JeffersonPublicRadio	Maria Carter
5	Southern Oregon University Website	jobs.sou.edu / SOU Human Resources	Michele Barlow
6	State of Oregon Employment Division	oregon.gov/employ/pages/default.aspx / SOU Human Resources	Michele Barlow
7	Higher Ed Jobs	higheredjobs.com / SOU Human Resources	Michele Barlow
9	Indeed	Indeed.com	Online Posting
10	Corporation for Public Broadcasting	cpb.org / 401 Ninth Street, NW, Washington, DC 20004-2129	Online Posting
11	Public Media Journalists Association	pmja.org	Online Posting
12	Current Newspaper	current.org	Online Posting
13	Public Media Jobs	publicmediajobs.org	Online Posting
14	National Association of Gay and Lesbian Journalists	JobBoard@nlgja.org, saschelle@nlgja.org	Sachelle
15	Oregon Association of Broadcasters Job Bank	theoab@theoab.org	John Tamerlano
16	Radio Television Digital News Association	rtdna.org	Online Posting
18	Asian American Journalists Association	aaja.org/	Online Posting
19	National Association of Black Journalists	nabjcareers.org	Online Posting
20	Journalism Jobs	journalismjobs.com	Online Posting
21	Media Job Board	https://mediajobboard.com/	Online Posting
23	Ida B Wells Society	https://idabwellssociety.org/	Online Posting
24	Report for America	https://reportforamerica.org/	Online Posting

#	REFERRAL SOURCE	ACCESS / ADDRESS	CONTACT
1	Southern Oregon University	1250 Siskiyou Blvd / Ashland, OR 97520	Michele Barlow
2	State of Oregon Employment Division	oregon.gov/employ/pages/default.aspx	Michele Barlow
3	Klamath Tribal Administration	P.O. Box 436, 501 Chiloquin Blvd. / Chiloquin, OR 97624	George Lopez
4	Rogue Workforce Partnership	tamia@rogueworkforce.org	Tami Allison
5	Work Source Rogue Valley	http://worksourcerogue.org/ | Info@rogueworkforce.org	

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 during each two-year period. Nevertheless, the Licensee has engaged in more than two outreach initiatives during the 2025-2026 reporting period.

Internship / Volunteer Program: The Licensee continued its Internship/Volunteer Program at the SEU. The program provided opportunities for general community members to learn skills that prepare them for employment in the broadcasting industry. The program reached out broadly for participants. The Licensee publicizes the program during recruitment periods via on-air announcements on the Licensee's FM and AM radio stations serving portions of Oregon and California, and on the Licensee's website, www.ijpr.org. JPR's Rhythm & News Music Director and Executive Director managed the program.

The Program provided community members opportunities to produce and host music and public affairs programming on the Licensee's stations. The SEU 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 included the *Retro Lounge, First Concert, Late Night Blues, Open Air, The Folk Show, American Rhythm, Jazz Sunday* and *Siskiyou Music Hall*.

This Program has been effective in developing candidates for positions in the broadcasting industry, and has produced full-time hires for the Licensee, NPR and other broadcasters.

Work Study: The station maintained a work study program for students of Southern Oregon University (SOU), a State of Oregon public university and the SEU's Licensee. This program provided hands-on opportunities for undergraduate and graduate university students to perform meaningful duties within a multi-station broadcast environment while learning about broadcast industry rules, regulations and issues.

University of Oregon Charles Snowden Internship for Excellence in Journalism Program: The SEU hosted an intern in its newsroom for a 10-week period during the summer of 2026 as part of the University of Oregon's program to develop the next generation of journalists. The intern received extensive training and hands-on experience in news writing, journalistic standards and practices, and producing and editing audio. Learning outcomes included: developing understanding and proficiency of basic journalism skills such as interviewing, reporting and research and understanding of the editorial process of a working newsroom.

In each of these programs, JPR also contributed funding for student scholarship opportunities. The programs were supervised by senior SEU personnel – JPR News Director and JPR Rhythm & News Music Director. These programs have been effective in developing candidates for positions in the broadcasting industry, and have produced full-time hires for both the Licensee and for other broadcasters.