

# theDove Media Inc.

KDOV-FM, Medford, OR  
KDSO-LD, Medford, OR  
KDOV-LD, Medford, OR  
KDPO-FM, Port Orford, OR  
KDCB-FM, Coos Bay, OR  
KDOB-FM, Brookings, OR  
KDJA-FM, Terrebonne, OR  
KDSO-AM, Phoenix, OR  
KDRC-LD, Redding, CA

## **EEO PUBLIC FILE REPORT**

Reporting Period: October 1, 2022 – September 30, 2023

### **Introduction**

theDove Media, Inc. (the Licensee) is a religious broadcaster with 14 full-time employees in a combined Medford-based employment unit serving radio stations KDOV-FM, KDPO-FM, KDOB-FM, KDCB-FM, KDJA-FM, and KAPL-AM and low power television stations KDOV-LD, KDSO-LD and KDRC-LD. An essential job qualification for theDove Media, Inc. employees is to share the religious belief and affiliation of the Licensee.

As a religious broadcaster, the Licensee is exempt from formal recruitment and outreach initiatives. The Licensee makes reasonable, good faith efforts to recruit applicants that share the religious belief and affiliation of the Licensee, and to engage in broad outreach to the community where consistent with the religious mission of the Licensee. In its employment practices, the Licensee does not discriminate with regard to race, color, national origin or gender.

## SUMMARY OF HIRES

TOTAL # FULL-TIME JOBS FILLED: 0

TOTAL # PERSONS INTERVIEWED FOR FULL-TIME JOBS:

Job Title	Date Filled	# Interviewees	Recruitment sources used to fill vacancies *indicates recruitment source for hiree
			National Religious Broadcasters website Craig's List theDove website Oregon Association of Broadcasters website Indeed.com *Referred thru a friend

### Recruitment Sources

List of Recruitment Sources	Recruitment Source contact's name, address, phone #	Total # of interviewees referred by source
National Religious Broadcasters website	NRB.org/membership/career_classifieds/jobs_available, NRB.org, 9510 Technology Dr., Manassas, VA 20110, 703.330.7000	0
Craig's List	Craigslis.org (Medford-Ashland)	
theDove website	Sue Schneider, 2070 Milligan Way, Medford, OR 97504, 541.776.5368	0
Oregon Association of Broadcasters website	285 SW Main Court, Ste. 300, Warrenton OR 97146 Email: <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> (503) 443.2299	0
May Placement Group	PO Box 4400, Medford, OR 97501 (541) 944-4661	0
Indeed.com thru BBSI	BBSI-Hope Smith, Recruiting Specialist, 2045 Cardinal Ave., Ste. 100, Medford, OR 541.772.5469	
Word of mouth		0

## OUTREACH INITIATIVES

CATEGORY OF INITIATIVE	DATE(S) OF INITIATIVE	DESCRIPTION
(6) Participation in job banks, internet programs and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies)	May 2023	President/General Manager was sent to the National Religious Broadcasters Convention in Orlando, FL May 22-26
(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	May 2023-August 2023	Two college students interned thru the summer. One worked with our creative director shooting footage and editing for station promos and learned content editing for tv programming. The second student worked with our news director finding and editing news stories for radio and tv.
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	August 2023	A high school student was hired part-time to learn how to work as a technical director for our "live" morning show. He has learned TV master control and radio audio switching.
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Oct 2022-Sept 2023	I.T. engineer is shadowing Chief Engineer and RF engineer, learning how to maintain radio and tv transmitters and towers.