

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, 2024 – September 30, 2025

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 KDSO-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 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	Craigslist.org (Medford-Ashland)	
theDove website	Renee LeClair, 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: theoab@theoab.org (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)	Feb 24-27, 2025	President/General Manager was sent to the National Religious Broadcasters Convention in Grapevine, TX
(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)	April 5-9, 2025	President/General Manager was sent to the National Association of Broadcasters in Las Vegas, NV
(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	May 2025 – August 2025	One college student interned through the summer. Working with our creative director shooting footage and editing for station promos and learned content editing for tv programming.
(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	October 2024 - June 2025	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.	April 2025 - Current	Chief Engineer and RF engineer completed Vendor Training for Tri-caster (TV control board), Broadcast digital wall and Software.