

2026 ANNUAL EEO PUBLIC FILE REPORT

Marquee Broadcasting West Rogue Valley Employment Unit

Stations:	KIFS(FM), Ashland, OR KLDZ(FM), Medford, OR KRWQ(FM), Gold Hill, OR KMED(FM), Eagle Point, OR KBXG(FM), Grants Pass, OR
Reporting Period:	September 21, 2025 to September 21, 2026
No. of Full-time Employees:	15
Small Market Exemption:	No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in **job fair(s)** by station personnel who have substantial responsibility in making hiring decisions.*

April 22nd, 2026 - Southern Oregon University. The stations participated in the S.O.U. career fair. The General Manager and Brand Manager were available to answer questions about Broadcast opportunities and operations.

*Participated 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).*

Marquee Broadcasting West connects with audiences and potential employees through social media platforms such as Facebook, as well as professional, business, and broadcast-industry channels, including LinkedIn, All Access, Indeed, and the Oregon Association of Broadcasters.

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

During the past 12 months, sales professionals received detailed training in business-category margin discovery and strategic marketing tactics that align legacy media with digital platforms. This training enhanced sellers' ability to diagnose client needs and apply multiple strategic solutions extending beyond traditional radio advertising. The General Manager also trained broadcast production and sales personnel to integrate AI technologies into daily workflows, including

agent AI applications and current office productivity tools.

September 1, 2026, General Manager, Operations Manager, and Director of IT attended the NASBA / NAB Webinar: Complying with New FCC EAS Cybersecurity Rules, held from 9:00 AM to 11:00 AM and organized by David Donovan.

*Provided **training to management-level personnel** on methods of ensuring equal employment opportunity and preventing discrimination.*

The General Manager provided management-level personnel with training on equal-employment-opportunity requirements and nondiscriminatory practices in recruiting, interviewing, hiring, promotion, performance management, and workplace conduct. Training also addressed consistent documentation, objective candidate evaluation, appropriate handling of employee concerns, and management's responsibility to prevent discrimination and maintain an inclusive workplace.

LIST OF POSITIONS FILLED

3 Hires this reporting Period

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
4/21/2026	Account Executive	Indeed
5/26/2026	Sales Assistant	Indeed
6/2/2026	Account Executive	KMVU Television

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	38
Facebook	8

TV	2
----	---

RECRUITING SOURCES USED
Past Recruitment Sources

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Handshake - Southern Oregon University	N	1250 Siskiyou Blvd Ashland, OR 97502-5004	Max Brooks	541-552-6461
Handshake - Oregon State University	N	1500 SW Jefferson St Corvallis, OR 97331	Online	541-737-4411
Handshake – Cal Poly - SLO	N	1 Grand Avenue San Luis Obispo, Ca 93407	Online	805 756 1111
Handshake – CSU Chico, Ca	N	940 First West St Chico, Ca 95929	Online	530–898–4636
Handshake – University of Oregon	N	110 Johnson Hall Eugene, Or 97403	Online	541-232-3825
Handshake – Sonoma State Univ	N	1801 East Cotati Ave Rohnert Park, Ca 94928	Online	707 664-2880
Handshake – Western Oregon University	N	345 Monmouth Ave N Monmouth, Or 97361	Online	503 838 8000
Medford Radio Facebook pages	N	KRWQ-KMED-KLDZ-KIFS -KBXG 3624 Avion Medford, OR 97504	Steve Buttolph	541-772-2600
Marquee Broadcasting West (corporate website)	N	3600 Valley River Dr. #350 Eugene, Or 97401	George Feola	541-772-2600
Medford Radio Stations	N	KRWQ-KMED-KLDZ-KIFS -KBXG	George Feola	541-772-2600
All Access	N	Allaccess.com	Online	
Indeed	N	Indeed.com	Online	
Oregon Association of Broadcasters	N	theoab.org	Online	

*Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.