

## **KPTV & KPDX EEO PUBLIC FILE REPORT**

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, KPTV & KPDX submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the KPTV & KPDX website and in the KPTV & KPDX

Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from October 1, 2013, through September 30, 2014 entitled the "**Recruitment Sources Report**" which includes the following information:

\*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

\*The Recruitment Sources used to fill those job vacancies, identified by name.

\*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

\*Each Recruitment Source listed by name, contact name, address and phone number.

\*The total number of persons interviewed for job vacancies between October 1, 2013, through September 30, 2014.

3. A brief description of Recruitment Initiatives.

**KPTV/KPDX**  
**Recruitment Sources Report**

For the period of October 1, 2013, through September 30, 2014 KPTV & KPDX filled the following vacancies as defined by the FCC EEO rules.

	MMJ 10/28/13			Dir.Content 11/04/13			Prod Asst 10/01/13			Producer 11/20/13			Account Exec 12/07/13			Accounting Mgr 03/17/14			Producer 01/20/14		
(Position Filled Date)																					
<b>Recruitment Sources</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>
Asian American Journalists Association (AAJA)																	X			X	
Brigham Young University																					
Broadcasting Cable																					
Central Oregon College-Bend																					
Clark College																					
Craigslist																					
George Fox University																	X			X	
Hispanic News																	X				
Job Ads USA.com																	X			X	
KPDX.com		X			X			X	hs		X			X			X			X	
KPTV.com		X			X			X			X	hs		X			X			X	
Latin News																					
LDS Employment Services																	X			X	
Medialine																					
Media Bistro																					
Meredith Corporation Web Site		X			X			X			X			X			X			X	
Mt. Hood Community College																				X	
National Alliance of State Broadcaster (NASBA)																					
National Association of Black Journalists														X			X			X	
National Association of Broadcasters		X												X			X				
Oregon Association of Broadcasters																					
Oregon Employment Department (Workforce Oregon)														X			X			X	
Oregon State University																					
Portland Community College																	X				
Portland State University																					
SFX Media Grp																					
Society of Broadcast Engineers																					
Southern Oregon University																					
Spots.N.Dots														X							
Television Week																					
The Oregonian																					
TVB Television Bureau of Advertising																					
TV Jobs.com		X	hs											X			X			X	hs
University of Oregon																					
University of Washington																					
Western Washington University																					
Washington State Association of Broadcasters																	X			X	
Worksource Washington																	X			X	
Internal candidates						X	hs														
Industry/Employee Referral														X	hs						
Internship Program																					
Other (includes non posted recruiting sources such as CareerBuilder, Facebook, Google, Indeed, LinkedIn, Monster)																	X	hs			

**Key:**  
**RS/O**= Requesting Sources/Organizations that requested and received the job vacancy notice.  
**X**= Represents All Recruiting Sources that received the job vacancy notice.  
**HS** = Recruitment Source that referred the Hiree.  
**IR/ER**= Hiree was referred by an Industry Referral/Employee Referral.  
**IP** = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

**KPTV/KPDX**  
**Recruitment Sources Report**

For the period of October 1, 2013, through September 30, 2014 KPTV & KPDX filled the following vacancies as defined by the FCC EEO rules.

	Writer 02/12/14			Reporter 02/06/14			Digital AE 07/22/14			Reporter 03/30/14			Assign Editor 04/21/14			Account Exec 04/21/14			Prod Asst 04/28/14		
(Position Filled Date)	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS
Asian American Journalists Association (AAJA)							X													X	
Brigham Young University																					
Broadcasting Cable																					
Central Oregon College-Bend													X							X	
Clark College													X							X	
Craigslist																					
George Fox University							X						X			X				X	
Hispanic News																					
Job Ads USA.com																					
KPDX.com		X			X		X			X			X			X				X	
KPTV.com		X			X		X			X			X			X				X	
Latin News																					
LDS Employment Services																					
Medialine																					
Media Bistro																					
Meredith Corporation Web Site		X			X		X			X			X			X				X	
Mt. Hood Community College							X						X			X				X	
National Alliance of State Broadcasters (NASBA)																					
National Association of Black Journalists																					
National Association of Broadcasters					X		X						X			X				X	
Oregon Association of Broadcasters		X			X		X			X			X			X				X	
Oregon Employment Department (Workforce Oregon)							X						X			X				X	
Oregon State University																					
Portland Community College							X						X			X				X	
Portland State University													X			X				X	
SFX Media Grp																					
Society of Broadcast Engineers																					
Southern Oregon University																					
Spots N.Dots																					
Television Week																					
The Oregonian																					
TVB Television Bureau of Advertising																					
TV Jobs.com		X	hs		X		X			X	hs		X			X				X	
University of Oregon																					
University of Washington																					
Western Washington University																					
Washington State Association of Broadcasters																					
Worksource Washington							X						X			X				X	
Internal candidates																					
Industry/Employee Referral					X	hs										X	hs			X	hs
Internship Program																					
Other (includes non posted recruiting sources such as CareerBuilder, Facebook, Google, Indeed, LinkedIn, Monster)							X	hs					X	hs							

**Key:**

RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice

X= Represents All Recruiting Sources that received the job vacancy notice

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**KPTV/KPDX**  
**Recruitment Sources Report**

For the period of October 1, 2013, through September 30, 2014 KPTV & KPDX filled the following vacancies as defined by the FCC EEO rules.

	MMWriter 05/19/14			Account Exec 05/12/14			Account Exec 06/02/14			Producer 05/19/14			Reporter 06/30/14			News Editor 06/02/14		
(Position Filled Date)																		
<b><u>Recruitment Sources</u></b>	<b><u>RS/O</u></b>	<b><u>X</u></b>	<b><u>HS</u></b>	<b><u>RS/O</u></b>	<b><u>X</u></b>	<b><u>HS</u></b>	<b><u>RS/O</u></b>	<b><u>X</u></b>	<b><u>HS</u></b>	<b><u>RS/O</u></b>	<b><u>X</u></b>	<b><u>HS</u></b>	<b><u>RS/O</u></b>	<b><u>X</u></b>	<b><u>HS</u></b>	<b><u>RS/O</u></b>	<b><u>X</u></b>	<b><u>HS</u></b>
Asian American Journalists Association (AAJA)		x			x			x										
Brigham Young University																		
Broadcasting Cable																		
Central Oregon College-Bend		x																
Clark College		x																
Craigslist																		
George Fox University		x																
Hispanic News																		
Job Ads USA.com																		
KPDX.com		x			x			x			x			x			x	
KPTV.com		x			x			x			x			x			x	
Latin News																		
LDS Employment Services																		
Medialine																		
Media Bisro																		
Meredith Corporation Web Site		x			x			x			x			x			x	
Mt. Hood Community College																		
National Alliance of State Broadcaster (NASBA)																		
National Association of Black Journalists																		
National Association of Broadcasters																		
Oregon Association of Broadcasters		x			x			x			x			x				
Oregon Employment Department (Workforce Oregon)																		
Oregon State University																		
Portland Community College																		
Portland State University																		
SFX Media Grp																		
Society of Broadcast Engineers																		
Southern Oregon University																		
Spots.N Dots									x									
Television Week																		
The Oregonian																		
TVB Television Bureau of Advertising																		
TV Jobs.com		x			x									x	hs			
University of Oregon																		
University of Washington																		
Western Washington University																		
Washington State Association of Broadcasters																		
Worksource Washington																		
Internal candidates																		
Industry/Employee Referral		x	hs		x	hs		x	hs									
Internship Program																		
Other (includes non posted recruiting sources such as CareerBuilder, Facebook, Google, Indeed, LinkedIn, Monster)											x	hs					x	hs

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**KPTV/KPDX**  
**Recruitment Sources Report**

For the period of October 1, 2013, through September 30, 2014 KPTV & KPDX filled the following vacancies as defined by the FCC EEO rules.

	Tech. Producer 07/28/14			Prod Asst 08/04/14			Producer 08/25/14			Prod Asst 08/18/14			Producer 09/01/14			News Editor 08/04/14		
(Position Filled Date)																		
<b>Recruitment Sources</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>
Asian American Journalists Association (AAJA)																		
Brigham Young University																		
Broadcasting Cable																		
Central Oregon College-Bend																		
Clark College																		
Craigslist																		
George Fox University																		
Hispanic News																		
Job Ads USA.com																		
KPDX.com		X			X			X			X			X			X	
KPTV.com		X			X			X			X			X			X	
Latin News																		
LDS Employment Services																		
Medialine																		
Media Bistro																		
Meredith Corporation Web Site		X			X			X			X			X			X	
Mt. Hood Community College																		
National Alliance of State Broadcasters (NASBA)																		
National Association of Black Journalists																		
National Association of Broadcasters		X						X						X				
Oregon Association of Broadcasters		X			X			X			X			X			X	
Oregon Employment Department (Workforce Oregon)																		
Oregon State University																		
Portland Community College																		
Portland State University																		
SFX Media Grp																		
Society of Broadcast Engineers																		
Southern Oregon University																		
Spots N Dots																		
Television Week																		
The Oregonian																		
TVB Television Bureau of Advertising																		
TV Jobs.com		X			X			X						X			X	
University of Oregon																		
University of Washington																		
Western Washington University																		
Washington State Association of Broadcasters																		
Worksource Washington																		
Internal candidates																		
Industry/Employee Referral																		
Internship Program																		
Other (includes non posted recruiting sources such as CareerBuilder, Facebook, Google, Indeed, LinkedIn, Monster)		X	HS		X	HS		X	HS		X	HS		X	HS		X	HS

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## KPTV/KPDX INTERVIEWEE RECORDS REPORT

Job Vacancies: October 1, 2012, through September 30, 2013

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

### # Interviewees

	Name	Contact Name/Title	Phone Number	Fax Number	E-Mail Address	Address1	Address2	City
	Asian American Journalists Association (AAJA)	Marcia Santillan	415-346-2051	415-346-6343	marcias@aaia.org	1182 Market Street, Suite 320		San Francisco
	Brigham Young University	Beth Hiatt	801-422-1836	801-422-0161	recruiting@byu.edu	Career Placement Services	2410 WSC	Provo
	Broadcasting Cable							
	Central Oregon College - Bend	Tracy Dula	541-393-7580	541-383-7250	cdula@cocc.edu	2600 NW College Way	Barber Library	Bend
	Clark College	Suzanne Thayer	360-992-2984		sthayer@clark.edu	1800 E. McLoughlin Blvd.	Gaiser Hall (GHL)-25	Vancouver
	Craigslst				craigslst.org	P O box 225159		San Francisco
	George Fox University	Sidney Tafflinger	503-554-2330	503-554-2339	careers@georgefox.edu	414 N. Meridian Street	Career Services	Newberg
	El Hispanic News	Christopher Alvarez	503-228-3139x306	503-228-3384	calvarez@elhispanicnews.com	6700 N. New York Ave., Suite 212	P.O. box 306	Portland
	Job Ads USA.com		502-459-9228	502-485-0601	jobadsusa.com	1223 S. Hurstbourne Parkway		Louisville
2	KPDX.com				Self entry through hiring portal			Beaverton
10	KPTV.com				Self entry through hiring portal	14975 NW Greenbrier Parkway		Beaverton
	Latin News	Carmen Lu	203-277-7780	503-227-7790	carmenlu007@yahoo.com	525 SE 14th Avenue		Portland
	LDS Employment Services		503-643-4654		wel-ec-beaverton@klsmail.net	4195 SW 99th Avenue	P.O. Box 2064	Beaverton
	Medialine		800-237-8073	831-648-5204	info@medialine.com	P O box 51909		Pacific Grove
	Media Bistro	Rachel LaMariana	212-547-7893	866-880-1429	mediabistro.com	457 Park Ave. South	4th Floor	New York
1	Meredith Corporation Web Site		515-284-2812	515-284-3058	Self entry through hiring portal	1716 Locust Street		Des Moines
	Mt. Hood Community College	Daniel Martinez	503-491-7432	503-491-6090	daniel.martinez@mhcc.edu	26000 S.E. Stark St.		Gresham
	National Alliance of State Broadcaster (NASBA)				www.nasbaonline.net			
	National Association of Black Journalists				careerservices.nabi.org/hr			
	National Association of Broadcasters		202-429-5369	202-429-4199	nab@nab.org	1771 N Street, NW		Washington
	Oregon Association of Broadcasters	Bill Johnstone	503-443-2299	503-443-2488	theoab@theoab.org	7150 SW Hampton Stret	Suite 214	Portland
	Oregon Employment Department (Workforce Oregon)		503-644-1229	503-626-4229	280 emp@state.or.us	12901 SW Jenkins Road	Suite C	Beaverton
	Oregon State University	Cheryl Herring	541-737-0523	541-737-0532	cheryl.herring@oregonstate.edu	8 Kerr Administration Building		Corvallis
	Portland Community College	Becky Washington	971-722-5242	503-978-5030	rwashing@pcc.edu	P O Box 19000		Portland
	Portland State University	Kris Lucht	503-725-4613		careerconnect@pdx.edu	402 University Sciences Building	SW Montgomery, P.O. Box	Portland
	SFX/Syndicate Mediat Group		310-691-8575	310-270-4315	info@syndicatemediagroup.com	9000 Sunset Blvd	Suite 710	Los Angeles
	Society of Broadcast Engineers	Scott Jones	317-846-9000	317-846-9120	kjones@sbe.org	9247 N. Meridian Street	Suite 305	Indianapolis
	Southern Oregon University		541-552-6461	541-522-8462	www.sou.edu/careers/employers	1250 Siskiyou Blvd.	Development Services, S	Ashland
2	Spots.N.Dots		607-729-7925, ext 2	607-729-7331	ads@spotsndots.com	167 Oakdale Road		Johnson City
	Bureau of Advertising		212-466-1111	212-935-5631	info@tvb.org	120 Wall Street	15th Floor	New York
	Television Week	Chuck Ross	323-449-4479	323-658-6174	chkcross@tvweek.com	6500 Wilshire Boulevard	Suite 2300	Los Angeles
	The Oregonian		503-221-8466	503-294-4198	classifiedfeedback@oregonian.com	1320 SW Broadway		Portland
9	TV Jobs.com		800-374-01119	760-754-2115	jobs@tvjobs.com	Broadcast Employment Services	P.O. Box 4116	Oceanside
	University of Oregon	Pat Ferris	541-346-3214	541-346-6038	pferris@uooregon.edu	Hendricks Hall, 1408 University S	P.O. box 3247	Eugene
	University of Washington	Alyce Mallett	206-543-2100		huskyjobs@uw.edu	1100 NE Campus Pkwy		Seattle
	Western Washington University	Karen Peila	360-650-2944		careers@www.edu	516 High Street		Bellingham
	Washington State Association of Broadcasters		360-705-0774	360-705-0873	wsabjobbank@earthlink.net	24 Columbia Street N.W., Suite 310		Olympia
	Worksource Washington	Vancouver, WA office	360-735-5019	360-735-5093	businessservices@esd.wa.gov	Vancouver Town Plaza	11 E. Mill Plain Blvd., Suite	Vancouver
1	Internal candidates							
26	Industry/Employee Referral							
	Internship Program							
35	Other (Includes CareerBuilder, Facebook, Google, Indeed, LinkedIn, Monster)							

TOTAL 86

\*If contacts change during the reporting period, note date and name changes below.

State	Zip
CA	94102
UT	84602
OR	97701
WA	98663
CA	94122-5159
OR	97132
OR	97207
KY	40222
OR	97005
OR	97005
OR	97214
OR	97005-3325
CA	93950
NY	10016
IA	50309-3023
OR	97030
DC	2006-2891
OR	97223-8366
OR	97005
OR	97331-2127
OR	97280-0990
OR	37207-0751
CA	90069
IN	46260
OR	97520
NY	13790
NY	10005-3908
CA	90048
OR	97201
CA	920052
OR	97403-0257
WA	98105
WA	98225
WA	98501-1249
WA	98661-7046

<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>
Code of Business Conduct and Ethics Web Base Training Program	10/01/13-09/30/14	New employees participated in the code of Business Conduct and Ethics Web Base Training Program. This program reviewed business practices and procedures, including an overview of the Equal Employment Opportunity regarding harassment and	Meredith Corporation and Employee Relations Dept.
<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>
Internship Program	10/01/13-09/30/14	<p>The student internship program is designed to give students a hands-on work experience in all aspects of our station. We have internships available in News, Production, Marketing, and Sales.</p> <p>This program is overseen by the Director of Human Resources</p>	University of Oregon, Oregon State University, Portland State University, University of Massachusetts



<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>
Career Day/School Visits/Tours	10/01/13-09/30/14	KPTV/KPDX Broadcast News talent visited local public schools career days to educate students about opportunities in broadcasting. K. Cagle 3/10/14, 4/23/14, D. Eskew 3/24/14, P. Ferryman 3/13/14, W. Garacia 1/24/14, D. Gil 4/10/14, S. Krlevich 1/16/14, 2/03/14, Shauna Parsons 2/27/14, A. Troy 5/13/14, 7/22/14	Beaverton High School, Beaverton Leadership Group, Highland Park Middle Schools, Learning Tree School, Myers Elementary, North Marion Middle School, South Meadow Middle School
<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>

Weather Career Day/School Visits	10/01/13-09/30/14	KPTV/KPDX Broadcast Weather Anchor, Mark Nelsen, visited local public schools career days to educate students about weather forecasting. 2013:10/09, 10/15, 10/28, 10/29, 11/07, 11/08, 11/25....2014: 1/13, 1/14, 1/28, 2/04, 2/11,2/13, 3/06, 3/11, 5/16. Joe Raineri: 2013: 11/04. Sophie Soong 2013: 11/08, 11/22.....2014: 1/031/14.	Alberta Rider School, Firm Foundation School, Camas Christian, Gervais School, Harney Elementary, Hathaway Elementary, Jason Lee Middle School, Ladd Acres, Lewelling ElementaryLincoln Elementary, Lynchwood School, Mary Woodward Elementary, Orchards Elementary, Orenco Elementary, Our Savior's Lutheran, Portland Community College, Redland Elementary, Spring Mt. School, Touchstone School, Trillium Elementary ,Trinity Lutheran School, Walt Morey School, Wilson High School, Beaverton YMCA
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<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>
Job Shadows	10/01/13-09/30/14	Job shadows are offered in conjunction with career counseling provided through cooperating schools. Students have the opportunity to be exposed to the industry and job opportunities. Students remain under their schools jurisdiction during the program. Each student is supervised by at least one KPTV/KPDX employee.	Aloha High School, Barnes School, Century High School, David Douglas High School, Gaston High School, Hillsboro High School, Portland State University, Roosevelt High School, University of Portland
<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>

Career Fair (2), Youth Careers Expo (1)	10/01/13-9/30/14	<p><b>Clark College Career Fair.</b> Teresa Stedman, Director of Human Resources staffed a table, providing information regarding KPTV/KPDX and conducted mock interviews.</p> <p><b>NABEF Media Sales Institute Recruitment Day (Walter Cronkite School of Journalism)</b> - Teresa Stedman, Director of Human Resources and Michael Simpson, Local Sales Manager, staffed a table providing information regarding KPTV/KPDX and interviewing 12 students as potential sales assistants or account executives.</p> <p><b>NW Youth Careers Expo - Portland Workforce Alliance Youth to Work Initiatives.</b> Teresa Stedman participated in mock interviews with high school students, providing feedback on resumes and interviewing skills.</p>	Clark Community College, NAB Media Sales Institute and Walter Cronkite School of Journalism, Portland Workforce Alliance.
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July 30-August 3, 2014 - Boston, MA

“ Representatives from Meredith’s Broadcasting Group corporate office as well as several news leaders from their local television stations participated in the National Association of Black Journalists convention. Part of the convention is a Media Showcase and Career expo during which Meredith Broadcasting was an exhibitor. During the career fair, volunteers at the Meredith booth met with close to 300 attendees and provided information about Meredith Corporation, shared information about current job opportunities at the Broadcasting locations, and conducted critiques of attendees’ demo reels.”