

KPDX, KPTV
EEO PUBLIC FILE REPORT
October 1, 2016 - September 28, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assignment Editor	1, 3, 10, 16-17, 20, 31, 36	10
Anchor/Reporter	1-3, 5, 16-20, 31, 36	18
News Photographer	1-4, 8, 13, 16-17, 20-21, 31, 36	17
News Producer	1, 6, 16-17, 20, 26, 31-32, 36	20
Writer/Producer	1-3, 16-17, 19-20, 25, 31, 36	20
Broadcast Network Engineer	1-3, 8, 10, 16-17, 19-21, 30-31, 36	8
Executive Producer	1-2, 6, 8, 10, 16-17, 19-20, 31, 36	8
Multimedia Producer - Promotions	1-3, 10, 13-14, 16-20, 25, 31, 36	20
Accounting Assist/Admin Assist	1, 16-17, 20, 26-28, 32, 34, 36	20
Facility Maintenance Tech	1, 13, 16-17, 20, 36	13
Brand Manager	2-3, 6, 8, 13, 16-17, 19-20, 31, 34, 36	6
Multimedia Writer - Web	6, 13, 16-17, 20, 23, 25, 31, 36	17
News Video Editor	1, 13, 16-17, 20, 23, 25-26, 31-32, 34, 36	13
Account Executive	2-3, 8, 11, 15-17, 19-20, 29, 31, 36	8
News Photographer	2-3, 6, 11, 13, 15-17, 19-20, 29, 31, 36	13
Graphic Artist	1, 3, 11, 15-17, 19-20, 22, 26, 28-29, 31 -34	20
Multimedia Journalist	11, 13, 15-17, 19-20, 25, 29, 31, 35-36	20
News Photographer	2-3, 6, 11-12, 15-17, 19-20, 23, 29, 31	12
Weekend Weather Anchor/Reporter	2-3, 5, 8, 10-11, 15-17, 19-20, 23, 25, 29, 31, 36	5
Assignment Editor	2-3, 7-8, 10-13, 15-17, 19-20, 22, 26, 29, 31-33	13
Account Executive	2-3, 8, 10-12, 15-17, 19-20, 24, 29, 31	8
Technical Producer	2-3, 10-12, 15-17, 19-21, 26, 29, 31-33	17
Account Executive	2-3, 8-12, 15-17, 19-20, 24, 29, 31	8
News Photographer	2-3, 6, 8, 10-12, 15-17, 19-20, 22-23, 29, 31	31
Multimedia Journalist	2-3, 5, 10-11, 13, 15-17, 19-20, 22, 29, 31	5
Director of Engineering	2-3, 8, 10-12, 15-17, 19-20, 22-24, 29- 31	8
News Producer	2-3, 6, 11, 13, 15-17, 19-20, 22-23, 26, 29, 31-32	6
News Editor	11, 15-17, 20-21, 29, 36	17

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Multimedia Producer - Marketing	2-3, 6, 10-12, 15-20, 22-23, 29, 31	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Americas Job Exchange 200 Minuteman Road Andover, Massachusetts 1810 Phone : 866-923-6284 Jesse Rivard Manual Posting	N	0
2	Better Jobs 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Oscar Ibarra Manual Posting	N	0
3	Broadbean Adcourier 34 Executive Park Suite 150 Irvine, California 92614 Phone : 949-706-8560 Dayna Woolsey Manual Posting	N	0
4	Clark College 1800 E. McLoughlin Blvd. Gaiser Hall (GHL)-25 Vancouver, Washington 98663 Phone : 360-992-2964 Email : sthayer@clark.edu Suzanne Thayer	N	0
5	Consultant Referral	N	5
6	Current Employee	N	10
7	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : www.diversitysearch.com Email : sales@DiversitySearch.com Fax : (503) 221-7780 Director of Placement	N	0
8	Employee Referral	N	17
9	Former Employee	N	1

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10	Glassdoor.com 100 Shoreline Hwy Bldg. A Mill Valley, California 94941 Phone : 415-339-6698 Molly McKinstry Manual Posting	N	2
11	Goodwill Industries Job Connection 51651 SE 2nd Ave. Scappoose, Oregon 97056 Phone : 503-906-7357 Email : aarmstrong@gicw.org Anthony Armstrong	Y	0
12	Indeed 7501 N. Capital of Texas Highway Austin, Texas 78731 Phone : 203-328-2691 Salvatore Grillo Manual Posting	N	2
13	Indeed.com - Not Directly Contacted by SEU	N	17
14	Internet Ad-not directly contacted by SEU	N	1
15	Job Corps Outreach Clackamas County 1130 SW Morrison Portland, Oregon 97205 Phone : 206-343-4148 Email : vahan@nwdesi.org Vahan Bogosian	Y	0
16	KPDX.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6430 Email : teresa.stedman@meredith.com Teresa Stedman	N	0
17	KPTV.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6430 Email : teresa.stedman@meredith.com Teresa Stedman	N	10
18	Linked In - not directly contacted by SEU	N	3

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19	Media Bistro 457 Park Ave. South 4th Floor New York, New York 10016 Phone : 212-547-7893 Rachel LaMariana Manual Posting	N	0
20	Meredith Corporation Web Site 1716 Locust Street Des Moines, Iowa Phone : 515-284-2775 Email : teresa.stedman@meredith.com Maggie Ryan	N	21
21	Mt. Hood Community College 26000 S.E. Stark St. Gresham, Oregon 97030 Phone : 503-491-7432 Email : bhaktirose.dawdy@mhcc.edu Bhaktirose Dawdy	N	0
22	National Alliance of State Broadcaster (NASBA) 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Suzanne Strong Manual Posting	N	0
23	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5369 Email : nab@nab.org Nate Mann	N	0
24	Non-Employee Referral	N	3
25	Oregon Assoc. Of Broadcasters 13500 SW Pacific Hwy. #58-225 Portland, Oregon 97223 Phone : 541-443-2299 Email : theoab@oab.org Keith Shipman	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Oregon State University 8 Kerr Administration Building Corvallis, Oregon 97331 Phone : 541-737-0523 Cheryl Herring Manual Posting	N	0
27	Portland Community College P.O. Box 19000 Portland, Oregon 97223 Phone : 971-722-5242 Email : rwashing@pcc.edu Becky Washington	N	0
28	Portland State University 617 SW Montgomery P.O. Box 751 Portland, Oregon 97207 Phone : 503-725-4613 Kris Lucht Manual Posting	N	0
29	Siletz-Confederate Tribes of Ptld 12790 SE Stark Street Portland, Oregon 97233 Phone : 503-238-1512 Email : tamrar@ctsi.nsn.us Tamra Russel	Y	0
30	Society of Broadcast Engineers 9247 N. Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0
31	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-01119 Arleen Fong Manual Posting	N	3
32	University of Oregon 220 Hendricks Hall P.O. Box 3247 Eugene, Oregon 97403 Phone : 541-346-6015 Sam Matta Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	University of Washington 1100 NE Campus Way Seattle, Washington 98105 Phone : 541-443-2299 Alyce Mallett Manual Posting	N	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	5
35	WA State Assoc of Broadcasters 13500 SW Pacific Hwy. #58-225 Portland, Oregon 97223 Phone : 541-443-2299 Email : wsabjobbank@earthlink.net Keith Shipman	N	0
36	Worksource Oregon 12901 SW Jenkins Rd. Suite C Beaverton, Oregon 97005 Phone : 503-644-1229 Email : 280.emp@state.or.us Job Board	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			101

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2016	Establishment of training programs for station personnel	Code of Business Conduct and Ethics Web Base Training Program: 10/01/2016-9/30/2017 New and current 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 discrimination.	135	
2	10/22/2016	Participation in events sponsored by community groups	Winter Weather Meeting for the Oregon AMS	1	Chief Meteorologist
3	11/1/2016	Participation in events sponsored by community groups	Port of Portland Winter Operations Meeting	1	Chief Meteorologist
4	3/1/2017	Participation in other activities designed by the station employment unit	First of 3 day Television Production Job Shadow for students from Liberty High School. Students were Elae Leano, Jake Reohr and Amanda Chung	1	
5	3/6/2017	Participation in other activities designed by the station employment unit	Day 2 of Liberty High School Television Production job shadow.	2	
6	3/8/2017	Participation in events or programs sponsored by educational institutions	Portland Community College Meteorology Class	1	Chief Meteorologist
7	3/15/2017	Participation in other activities designed by the station employment unit	Job shadow by University of Washington student Josh Brody	3	
8	4/25/2017	Participation in Job Fairs	National Association of Broadcasters Education Foundation Career Day in Las Vegas	1	VP/General Manager
9	4/26/2017	Participation in events or programs sponsored by educational institutions	Oregon State University Spring Career Expo. Oregon State University, Corvallis, OR	2	Human Resource Director Admin Assistant
10	4/27/2017	Participation in events or programs sponsored by educational institutions	University of Washington Marketing, Media & Communications Recruiting Expo. University of Washington, Seattle, WA	1	Human Resource Director

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11	8/9/2017	Participation in events sponsored by community groups	National Association of Black Journalists Convention and Career Fair August 8/09-8/13/2017 in New Orleans, LA	4	
12	9/7/2017	Participation in events sponsored by community groups	Attended the Excellence in Journalism Conference in Anaheim, CA Participated on 9/07 and 9/08. This convention is a partnership between NAHJ, RTNDA and SPJ. This was a 2 day conference and attended 9/07 and 9/08/2017	2	Human Resource Director News Director
13	9/7/2017	Establishment of training programs for station personnel	Magid Leadership Institute in Minneapolis, MN 9/07-9/09/2017	1	Executive Producer
14	9/18/2017	Establishment of a mentoring program	Completed a one year news producer trainee and mentor program, beginning 9/19/2016 and ending 9/18/2017 with Will Darkins, a University of Oregon graduate	3	News Director Asst. News Director Executive Producer
15	9/19/2017	Participation in other activities designed by the station employment unit	Day 3 of Liberty High School Television Production job shadow.	2	