

## **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 of three (3) parts as follows:

1. A form for each job vacancy filled by the station from October 1, 2011, through September 30, 2012 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, 2011, through September 30, 2012.

3. A brief description of Recruitment Initiatives.

KPTV/KPDX  
Recruitment Sources Report

For the period of October 1, 2011, through September 30, 2012 KPTV & KPDX filled the following vacancies as defined by the FCC EEO rules.

	Engineer (Position Filled Date)			Graphic Artist			Executive Prod			Prod Assist			Account Exec. Cancelled			Assign Editor			Reporter			Reporter Canceled			MMJ Cancelled			Sales Asst. Cancelled			Account Exec 03/26/12			Photographer 12/25/11		
Recruitment Sources	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	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)																																				
America's Job Bank																																				
Brigham Young University																																				
Central Oregon College-Bend																																				
Clark College																																				
Craigslist		X			X																															
Electronic Media																																				
George Fox University																																				
Hispanic News		X			X			X			X			X			X			X			X				X			X			X			
Indeed.com		X			X			X			X			X			X			X			X				X			X			X			
Job Ads USA.com																																				
Jobdango.com																																				
KPDx.com	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
KPTV.com	X	X		X	X		X	X		X	X	hs	X	X		X	X		X	X	hs	X	X	hs	X	X	hs	X	X		X	X	hs	X	X	
Latin News																																				
LDS Employment Services																												X								
Lost Remote																																				
Medialine																																				
Media Recruiter																																				
Meredith Corporation Web Site	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Mt. Hood Community College																																				
National Alliance of State Broadcaster (NASBA)																																				
National Association of Broadcasters																																				
Oregon Association of Broadcasters	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Oregon Employment Department (Workforce Oregon)	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Oregon State University																																				
Portland Community College																																				
Portland State University																																				
Rick Gevers and Assoc.									X																											
SFX Media Grp																																				
SMPTe																																				
Society of Broadcast Engineers		X																																		
Southern Oregon University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Spots.N.Dots																																				
Talent Dynamics	X	X		X	X		X	X		X	X	hs	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Television Week																																				
The Oregonian																																				
TVB Television Bureau of Advertising			hs																																	
TV Jobs.com																																				
University of Oregon	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
University of Washington																																				
Western Washington University																																				
Washington State Association of Broadcasters	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Worksource Washington																																				
Internal candidates																		ip																ip		
Industry/Employee Referral					ir/er			ir/er																												
Internship Program																																				
Other																																				
Google																																				
CBS-Atlanta																																				
Media Bistro																																				

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, 2011, through September 30, 2012 KPTV & KPDx filled the following vacancies as defined by the FCC EEO rules.

	(Position Filled Date)			Photographer 01/15/12	News Supt 12/15/11	TechNews Supt 02/20/12	Producer 02/13/12	Photog 04/30/12	MMWriter 03/05/12	Account Exec 04/30/12	MMWriter Canceled	MMWriter 03/06/12	MMJ 06/11/12	Reporter 04/30/12	Producer 08/26/12			
Recruitment Sources	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)																		
America's Job Bank																		
Brigham Young University																		
Central Oregon College-Bend																		
Clark College																		
Craigslist					x			x										
Electronic Media																		
George Fox University																		
Hispanic News		x			x			x										
Indeed.com													hs					hs
Job Ads USA.com																		
Jobdango.com																		
KPDx.com	x	x		x	x		x	x	x	x		x	x	x	x	x	x	x
KPTV.com	x	x	hs	x	x	hs	x	x	x	x	hs	x	x	x	x	x	x	x
Latin News																		
LDS Employment Services	x	x		x	x		x	x	x	x		x	x	x	x	x	x	x
Lost Remote								x										x
Medialine																		
Media Recruiter																		
Meredith Corporation Web Site	x	x		x	x		x	x	x	x		x	x	x	x	x	x	x
Mt. Hood Community College																		
National Alliance of State Broadcaster (NASBA)																		
National Association of Broadcasters																		
Oregon Association of Broadcasters	x	x		x	x		x	x	x	x		x	x	x	x	x	x	x
Oregon Employment Department (Workforce Oregon)	x	x		x	x		x	x	x	x		x	x	x	x	x	x	x
Oregon State University																		
Portland Community College																		
Portland State University																		
Rick Gevers and Assoc.																		
SFX Media Grp																		
SMPTE																		
Society of Broadcast Engineers																		
Southern Oregon University																		
Spots.N.Dots																		
Talent Dynamics																		
The Oregonian																		
TVB Television Bureau of Advertising																		
TV Jobs.com		x						x		x						hs		
University of Oregon	x	x		x	x		x	x	x	x		x	x	x	x	x	x	x
University of Washington																		
Western Washington University																		
Washington State Association of Broadcasters	x	x		x	x		x	x	x	x		x	x	x	x	x	x	x
Worksource Washington	x	x		x	x		x	x	x	x		x	x	x	x	x	x	x
Internal candidates							ip											
Industry/Employee Referral								ir/er			ip							
Internship Program																hs		
Other																		
Google												hs						
CBS-Atlanta																		
Media Bistro																		

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[illegible]

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## KPTV/KPDX INTERVIEWEE RECORDS REPORT

Job Vacancies October 1, 2011, through September 30, 2012

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

### # Interviewees

.	.	Asian American Journalists Association (AAJA)	Marcia Santillan	415-346-2051	415-346-6343	<a href="mailto:marcias@aaaja.org">marcias@aaaja.org</a>	1182 Market Street, Suite 320
.	.	America's Job Bank (Worksource Beaverton)	Elise	503-526-2701		<a href="mailto:280.emp@state.or.us">280.emp@state.or.us</a>	
.	.	Brigham Young University	Beth Hiatt	801-422-1836	801-422-0161	<a href="mailto:recruiting@byu.edu">recruiting@byu.edu</a>	Career Placement Services 2410 WSC
.	.	Central Oregon College-Bend	Tracy Dula	541-383-7200	541-383-7501	<a href="mailto:tdula@cocc.edu">tdula@cocc.edu</a>	Metolius Hall, Room 101 2800 NW College Way
.	.	Clark College	Suzanne Thayer	360-992-2964		<a href="mailto:sthayer@clark.edu">sthayer@clark.edu</a>	1800 E. McLoughlin Blvd. Gaiser Hall (GHL)-25
.	1	Craigslist				<a href="http://craigslist.org">craigslist.org</a>	P.O. box 225159
.	.	Electronic Media		323-370-2415	323-658-6174	<a href="mailto:istine@crain.com">istine@crain.com</a>	6500 Wilshire Blvd. Suite 2300
.	.	George Fox University	Sidney Tafflinger	503-554-2330	503-554-2339	<a href="mailto:careers@georgefox.edu">careers@georgefox.edu</a>	414 N. Meridian Street Career Services
.	.	El Hispanic News	Christopher Alvarez	503-228-3139x306	503-228-3384	<a href="mailto:calvarez@elhispanicnews.com">calvarez@elhispanicnews.com</a>	6700 N. New York Ave., Suite 212 P.O. box 306
.	14	Indeed.com		800-463-5842		<a href="http://indd.com">indd.com</a>	470 West Avenue
.	.	Job Ads USA.com		502-459-9228	502-485-0601	<a href="http://jobadsusa.com">jobadsusa.com</a>	1223 S. Hurstbourne Parkway
.	.	Jobdango.com		503-256-4446		<a href="http://www.jobdango.com">www.jobdango.com</a>	
.	.	KPDX.com				<a href="#">Self entry through hiring portal</a>	
.	22	KPTV.com				<a href="#">Self entry through hiring portal</a>	14975 NW Greenbrier Parkway
.	.	Latin News	Carmen Lu	203-277-7780	503-227-7790	<a href="mailto:carmenlu007@yahoo.com">carmenlu007@yahoo.com</a>	525 SE 14th Avenue
.	.	LDS Employment Services		503-643-4654		<a href="mailto:welec-beaverton@klsmail.net">welec-beaverton@klsmail.net</a>	4195 SW 99th Avenue P.O. Box 2064
.	.	Lost Remote				<a href="mailto:jobs@lostremote.com">jobs@lostremote.com</a>	
.	.	Media Bistro	Jacky Carter	888-589-1963		<a href="http://www.mediabistro.com">www.mediabistro.com</a>	
.	.	Medialine		800-237-8073	831-648-5204	<a href="mailto:info@medialine.com">info@medialine.com</a>	P.O. box 51909
.	.	Media Recruiter	Art	303-400-5150	303-400-5063	<a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a>	20456 E. Orchard Place
.	3	Meredith Corporation Web Site		515-284-2812	515-284-3058	<a href="#">Self entry through hiring portal</a>	1716 Locust Street
.	.	Mt. Hood Community College	Daniel Martinez	503-491-7432	503-491-6090	<a href="mailto:daniel.martinez@mhcc.edu">daniel.martinez@mhcc.edu</a>	26000 S E. Stark St.
.	.	National Alliance of State Broadcaster (NASBA)				<a href="http://www.nasbaonline.net">www.nasbaonline.net</a>	
.	.	National Association of Broadcasters		202-429-5369	202-429-4199	<a href="mailto:nab@nab.org">nab@nab.org</a>	1771 N Street, NW
.	.	Oregon Association of Broadcasters	Bill Johnstone	503-443-2299	503-443-2488	<a href="mailto:theoab@theoab.org">theoab@theoab.org</a>	7150 SW Hampton Stret Suite 214
.	.	Oregon Employment Department (Workforce Oregon)		503-644-1229	503-626-4229	<a href="mailto:280.emp@state.or.us">280.emp@state.or.us</a>	12901 SW Jenkins Road Suite C
.	.	Oregon State University	Cheryl Herring	541-737-0523	541-737-0532	<a href="mailto:cheryl.herring@oregonstate.edu">cheryl.herring@oregonstate.edu</a>	8 Kerr Administration Building
.	.	Portland Community College	Becky Washington	971-722-5242	503-978-5030	<a href="mailto:rwashing@pcc.edu">rwashing@pcc.edu</a>	P.O. Box 19000
.	.	Portland State University	Kris Lucht	503-725-4613		<a href="mailto:careerconnect@pdx.edu">careerconnect@pdx.edu</a>	402 University Sciences Building SW Montgomery, P.O. Box
.	.	Rick Gevers and Assoc.	Rick Gevers	317-769-7900	317-769-7910	<a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>	P.O. Box 577
.	.	SMPTE		912-761-1100		<a href="mailto:customerservice@jobcontrolcenter.co">customerservice@jobcontrolcenter.co</a>	3Barker Avenue
.	.	Society of Broadcast Engineers	Scott Jones	317-846-9000	317-846-9120	<a href="mailto:kiones@sbe.org">kiones@sbe.org</a>	9247 N. Meridian Street Suite 305
.	.	Southern Oregon University		541-552-6461	541-522-8462	<a href="http://www.sou.edu/careers/employers">www.sou.edu/careers/employers</a>	1250 Siskiyou Blvd. ar Development Services, SI
.	1	Spots.N.Dots		607-729-7925, ext 2	607-729-7331	<a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>	167 Oakdale Road
.	.	Talent Dynamics	Christina Hedding	214-640-9590	214-951-9610	<a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a>	8828 Stemmons, Suite 510
.	.	Television Week	Chuck Ross	323-449-4479	323-658-6174	<a href="mailto:chkross@tvweek.com">chkross@tvweek.com</a>	6500 Wilshire Boulevard Suite 2300
.	.	The Oregonian		503-221-8466	503-294-4198	<a href="mailto:classifiedfeedback@oregonian.com">classifiedfeedback@oregonian.com</a>	1320 SW Broadway
.	11	TV Jobs.com		800-374-01119	760-754-2115	<a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>	Broadcast Employment Services P.O. Box 4116
.	.	University of Oregon	Pat Ferris	541-346-3214	541-346-6038	<a href="mailto:pferris@uoregon.edu">pferris@uoregon.edu</a>	Hendricks Hall, 1408 University St P.O. box 3247
.	.	University of Washington		206-543-2100		<a href="mailto:huskviobs@uw.edu">huskviobs@uw.edu</a>	1100 NE Campus Pkwy
.	.	Western Washington University	Karen Peila	360-650-2944		<a href="mailto:careers@www.edu">careers@www.edu</a>	516 High Street
.	.	Washington State Association of Broadcasters		360-705-0774	360-705-0873	<a href="mailto:wsabjobbank@earthlink.net">wsabjobbank@earthlink.net</a>	24 Columbia Street N.W., Suite 310
.	.	Worksource Washington	Vancouver, WA office	360-735-5019	360-735-5093	<a href="mailto:businessservices@esd.wa.gov">businessservices@esd.wa.gov</a>	Vancouver Town Plaza :11 E. Mill Plain Blvd., Suite :
.	14	Internal candidates					
.	20	Industry/Employee Referral					
.	0	Internship Program					
.	5	Other					
.	1	Google					
.	1	CBS Atlanta					
.	1	Greenville Station					

TOTAL 93

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

San Francisco	CA	94102
Provo	UT	84602
Bend	OR	97701-5998
Vancouver	WA	98663
San Francisco	CA	94122-5159
Los Angeles	CA	90048
Newberg	OR	97132
Portland	OR	97207
Stamford	CT	06902
Louisville	KY	40222
Portland	OR	
Beaverton	OR	97005
Beaverton	OR	97005
Portland	OR	97214
Beaverton	OR	97005-3325
Pacific Grove	CA	93950
Centennial	CO	80016
Des Moines	IA	50309-3023
Gresham	OR	97030
Washington	DC	2006-2891
Portland	OR	97223-8366
Beaverton	OR	97005
Corvallis	OR	97331-2127
Portland	OR	97280-0990
Portland	OR	37207-0751
Zionsville	OR	46077
White Plains	NY	10601
Indianapolis	IN	46260
Ashland	OR	97520
Johnson City	NY	13790
Dallas	TX	75247
Los Angeles	CA	90048
Portland	OR	97201
Oceanside	CA	920052
Eugene	OR	97403-0257
Seattle	WA	98105
Bellingham	WA	98225
Olympia	WA	98501-1249
Vancouver	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	10/01/11-09/30/12	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	10/01/11-09/30/12	<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



<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	10/01/11-09/30/12	KPTV/KPDX Broadcast News talent visited local public schools career days to educate students about opportunities in broadcasting. 11/01/11 - W. Garcia 11/09/11- Dan Sheldon 03/21/12 - P. Ferryman 4/10/12 - Ronna Miller 5/16/12 - A. Padula 6/06/12 - D. Mitchell 9/12/12 - S. McCarron	Willamette Primary School, Hillsboro High School, Forest Park Elementary, North Marion High, North Marion Middle School, William Walker Elementary, Portland Community College
<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	<p>KPTV/KPDX Broadcast Weather Anchor, Mark Nelsen, visited local public schools career days to educate students about weather forecasting. 2011: 10/06, 10/11, 10/25, 10/27, 10/29, 11/03, 11/08, 11/15, 11/17 (2 schools), 12/01, 12/10, 12/15....2012: 1/05, 1/12, 1/25, 1/26, 2/02, 2/09, 2/16, 3/01, 3/05, 4/19, 4/26, 5/10 (2 schools), 5/24, 6/02</p> <p>Stephanie Kraelevich visited: 2011: 10/05, 11/18, 11/30, 12/07, 12/14. 2012: 1/11, 1/25, 1/20, 3/01, 3/07, 4/04</p>	<p>Columbia Valley Elementary, Abernethy Elementary, Clackamas Search &amp; Rescue, Portland Lutheran, Tukes Valley Primary, Early Boyles Elementary, Oregon AMS, Port of Portland, Bright Future Christian, Firm Foundation, Edy Ridge Elementary, Sherwood Charter, Hallinan Elementary, Boring Middle School, Fir Grove Elementary, Howard Park School, Robinson Home School, Ladd Acres Elementary, Ptld. Int'l School, Walt Morey Middle School, Mill Plain Elementary, PCC Rock Creek, Columbia Valley Elementary, Oak Creek Elementary, Veritas School, Mabel Rush Elementary, Seth Lewelling Elementary, Reedville Elementary, CedarOak Primary, Brookwood Elementary, Eastwood Elementary, Cathedral School, Greenway Elementary, Menlo Park Elementary, Deer Creek Elementary, Rosedale Elementary, Hough Elementary, Orenco Elementary</p>
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Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative
Job Shadows	10/01/11-09/30/12	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.
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative
Career Fair	10/01/11-9/30/12	Teresa Stedman, Director of Human Resources staffed a table at the Diversity Employment Day Career Fair. She talked with nearly 100 people and provided information regarding KPTV/KPDX.

<b>Co-Sponsor's (if applicable)</b>
Century High School, Canby High School, Glencoe High School, Hillsboro High School, McMinnville High School, Corbett High, PCC, Liberty High, Aloha High, Roosevelt High, Scappoose High, Portland Lutheran
<b>Co-Sponsor's (if applicable)</b>
The Diversity Recruiters Network

June 20-June 24, 2012 - New Orleans, LA

“ 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.”

August 1 - August 4, 2012 - Las Vegas, NV

Representatives from Meredith's Broadcasting Group corporate office as well as several news leaders from their local television stations participated this year's Unity Journalists of Color conference. Over the 3 ½ days we critiqued almost 150 reels.