

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.

(Position Filled Date)	Photographer 01/15/12			News Supt 12/15/11			Tech News 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	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																																							
Craigslis						x					x																												
Electronic Media																																							
George Fox University																																							
Hispanic News			x																																				
Indeed.com																																			hs				
Job Ads USA.com																																			hs				
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	hs	x	x	hs	x	x		x	x		x	x	hs	x	x		x	x		x	x		x	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	x		x	x		x	x		x	x		x	x				
Lost Remote																																				x			
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.																																							
SFX Media Grp																																							
SMPTTE																																							
Society of Broadcast Engineers																																							
Southern Oregon University																																							
Spots.N.Dots																																							
Talent Dynamics																																							
The Oregonian																																							
TVB Television Bureau of Advertising																																							
TV Jobs.com			x																																				
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	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x				
Internal candidates									ip																														
Industry/Employee Referral										ir/er																										hs			
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.

Recruitment Sources	Producer (Position Filled Date)		Admin/Acct 07/23/12		Producer-Web 05/03/12		Asst. DOE 05/21/12		Producer 07/30/12		MMWriter 05/03/12		Prod. Assist. 06/18/12		Sales Asst. 08/06/12		Engineer 06/25/12		Sales Asst. 07/23/12		Exec. Prod Vacant		Assign Editor 08/06/12	
	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 (Beaverton)		x		x												x								
Brigham Young University																								
Central Oregon College-Bend																								
Clark College																								
Craigslist																								
Electronic Media																								
George Fox University																								
Hispanic News																								
Indeed.com																								
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	x	x	x	x	x	x	hs	x	x	x	x	x	x	x	x	hs
Latin News																								
LDS Employment Services	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	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 Broadcasters (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				x																				
Portland Community College																								
Portland State University																								
Rick Gevers and Assoc.																								
SFX Media Grp																								
SMPTE																								
Society of Broadcast Engineers																		x						
Southern Oregon University																								
Spots.N.Dots																								
Talent Dynamics																								
Television Week																								
The Oregonian																								
TVB Television Bureau of Advertising																								
TV Jobs.com				hs																				
University of Oregon																								
University of Washington																								
Western Washington University																								
Washington State Association of Broadcasters																								
Worksource Washington	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Internal candidates																								
Industry/Employee Referral				ip																				
Internship Program																								
Other																								
Google																								
CBS-Atlanta																								
Media Bistro																								

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Recruitment Sources	Reporter (Position Filled Date) 08/31/12			Dig. Media Tec Vacant			NDA 09/26/12			Producer Vacant			News Editor Vacant			News Intern Vacant			Tech. Prod Vacant		
	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																					
Electronic Media																					
George Fox University																					
Hispanic News																					
Indeed.com								hs													
Job Ads USA.com																					
Jobdango.com																					
KPDX.com	x	x		x	x		x	x		x	x		x	x		x	x				
KPTV.com	x	x		x	x		x	x		x	x		x	x		x	x				
Latin News																					
LDS Employment Services	x	x		x	x		x	x		x	x		x	x		x	x				
Lost Remote																					
Medialine																					
Media Recruiter																					
Meredith Corporation Web Site	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																					
Oregon Employment Department (Workforce Oregon)	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																					
Television Week																					
The Oregonian																					
TVB Television Bureau of Advertising																					
TV Jobs.com																					
University of Oregon																					
University of Washington																					
Western Washington University																					
Washington State Association of Broadcasters																					
Worksource Washington																					
Internal candidates																					ip
Industry/Employee Referral																					
Internship Program																					
Other																					
Google																					
CBS-Atlanta																					
Greenville station																					

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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	marcias@aaaja.org	1182 Market Street, Suite 320	
.	.	America's Job Bank (Worksource Beaverton)	Elise	503-526-2701		280_emp@state.or.us		
.	.	Brigham Young University	Beth Hiatt	801-422-1836	801-422-0161	recruiting@byu.edu	Career Placement Services	2410 WSC
.	.	Central Oregon College-Bend	Tracy Dula	541-383-7200	541-383-7501	tdula@cocc.edu	Metolius Hall, Room 101	2800 NW College Way
.	.	Clark College	Suzanne Thayer	360-992-2964		sthayer@clark.edu	1800 E. McLoughlin Blvd.	Gaiser Hall (GHL)-25
1	.	Craigslist				craigslist.org	P.O. box 225159	
.	.	Electronic Media		323-370-2415	323-658-6174	istipe@crain.com	6500 Wilshire Blvd.	Suite 2300
.	.	George Fox University	Sidney Tafflinger	503-554-2330	503-554-2339	careers@georgefox.edu	414 N. Meridian Street	Career Services
.	.	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
14	.	Indeed com		800-463-5842		indeed.com	470 West Avenue	
.	.	Job Ads USA com		502-459-9228	502-485-0601	jobadsusa.com	1223 S. Hurstbourne Parkway	
.	.	Jobdango.com		503-256-4446		www.jobdango.com		
.	.	KPDX.com				Self entry through hiring portal		
22	.	KPTV.com				Self entry through hiring portal	14975 NW Greenbrier Parkway	
.	.	Latin News	Carmen Lu	203-277-7780	503-227-7790	carmenlu007@yahoo.com	525 SE 14th Avenue	
.	.	LDS Employment Services		503-643-4654		we-ec-beaverton@klsmail.net	4195 SW 99th Avenue	P.O. Box 2064
.	.	Lost Remote				jobs@lostremote.com		
.	.	Media Bistro	Jacky Carter	888-589-1963		www.mediabistro.com		
.	.	Medialine		800-237-8073	831-648-5204	info@medialine.com	P.O. box 51909	
.	.	Media Recruiter	Art	303-400-5150	303-400-5063	art@mediarecruiter.com	20456 E. Orchard Place	
3	.	Meredith Corporation Web Site		515-284-2812	515-284-3058	Self entry through hiring portal	1716 Locust Street	
.	.	Mt. Hood Community College	Daniel Martinez	503-491-7432	503-491-6090	daniel.martinez@mhcc.edu	26000 S E. Stark St.	
.	.	National Alliance of State Broadcaster (NASBA)				www.nasbaonline.net		
.	.	National Association of Broadcasters		202-429-5369	202-429-4199	nab@nab.org	1771 N Street, NW	
.	.	Oregon Association of Broadcasters	Bill Johnstone	503-443-2299	503-443-2488	theoab@theoab.org	7150 SW Hampton Stret	Suite 214
.	.	Oregon Employment Department (Workforce Oregon)		503-644-1229	503-626-4229	280_emp@state.or.us	12901 SW Jenkins Road	Suite C
.	.	Oregon State University	Cheryl Herring	541-737-0523	541-737-0532	cheryl.herring@oregonstate.edu	8 Kerr Administration Building	
.	.	Portland Community College	Becky Washington	971-722-5242	503-978-5030	rwashing@pcc.edu	P.O. Box 19000	
.	.	Portland State University	Kris Lucht	503-725-4613		careerconnect@pdx.edu	402 University Sciences Building	SW Montgomery, P.O. Box
.	.	Rick Gevers and Assoc.	Rick Gevers	317-769-7900	317-769-7910	rick@rickgevers.com	P.O. Box 577	
.	.	SMPTE		912-761-1100		customerservice@jobcontrolcenter.co	3Barker Avenue	
.	.	Society of Broadcast Engineers	Scott Jones	317-846-9000	317-846-9120	kiones@sbe.org	9247 N. Meridian Street	Suite 305
.	.	Southern Oregon University		541-552-6461	541-522-8462	www.sou.edu/careers/employers	1250 Siskiyou Blvd.	ar Development Services, ST
1	.	Spots.N.Dots		607-729-7925, ext 2	607-729-7331	ads@spotsndots.com	167 Oakdale Road	
.	.	Talent Dynamics	Christina Hedding	214-640-9590	214-951-9610	hedding@talentdynamics.com	8828 Stemmons, Suite 510	
.	.	Television Week	Chuck Ross	323-449-4479	323-658-6174	chkross@tvweek.com	6500 Wilshire Boulevard	Suite 2300
.	.	The Oregonian		503-221-8466	503-294-4198	classifiedfeedback@oregonian.com	1320 SW Broadway	
11	.	TV Jobs.com		800-374-0119	760-754-2115	jobs@tvjobs.com	Broadcast Employment Services	P.O. Box 4116
.	.	University of Oregon	Pat Ferris	541-346-3214	541-346-6038	pferris@uoregon.edu	Hendricks Hall, 1408 University St	P.O. box 3247
.	.	University of Washington		206-543-2100		huskyjobs@uw.edu	1100 NE Campus Pkwy	
.	.	Western Washington University	Karen Peila	360-650-2944		careers@wwu.edu	516 High Street	
.	.	Washington State Association of Broadcasters		360-705-0774	360-705-0873	wsajobbank@earthlink.net	24 Columbia Street N.W., Suite 310	
.	.	Worksource Washington	Vancouver, WA office	360-735-5019	360-735-5093	businessservices@esd.wa.gov	Vancouver Town Plaza	.11 E. Mill Plain Blvd., Suite :
.	.	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	N	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

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
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.
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
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

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
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
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)

<p>Weather Career Day/School Visits</p>	<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 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 & 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.

Co-Sponsor's (if applicable)

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

Co-Sponsor's (if applicable)

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.