

KPDX, KPTV
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
News Anchor (Evening)	2-4, 8-10, 13-14, 16-20, 22, 26-27	4
Account Executive	3, 6, 8-10, 13-14, 16, 18, 20, 22, 26-27	6
Motion Graphic Artist	3, 6, 8-10, 13-16, 18, 20, 22, 26-27	15
NEWS PRODUCER	3, 6, 8-10, 12-14, 16, 18, 20, 22-23, 26-27	12
Meteorologist / Reporter	3, 6, 8-11, 13-14, 16, 18, 20, 22, 26-27	6
NEWS PRODUCER	3, 8-10, 13-14, 16, 18, 20, 22-23, 26-27	23
NEWS PHOTOGRAPHER / EDITOR	3, 8-10, 13-14, 16, 18, 20, 22, 26-27	9
PRODUCER	3, 5, 8-10, 13-14, 16, 18, 20, 22-23, 26-27	5
CREATIVE SERVICES PRODUCER	3, 6-7, 9-11, 13-14, 16, 18, 20-22, 24-27	9
BROADCAST ENGINEER	3, 8-10, 13-14, 16, 18, 20, 22, 26-27	10
NEWS PHOTOGRAPHER / EDITOR	3, 6, 8-10, 13-14, 16, 18, 20, 22, 26-27	6
News Reporter	3, 6, 8-10, 13-16, 18, 20, 22, 26-27	9
Lifestyle Photographer / Editor / Producer	3, 6, 8-10, 13-14, 16, 18, 20, 22-23, 26-27	9
Multimedia Journalist/Reporter	3-4, 8-10, 13-14, 16, 18, 20, 22, 26-27	9
NEWS REPORTER / PRODUCER (OTT Streaming)	3, 8-11, 13-14, 16, 18, 20, 22, 26-27	9
NEWS ANCHOR/REPORTER	3, 6, 8-11, 13-16, 18, 20, 22-23, 26-27	11
Senior Broadcast Engineer	3, 8-10, 13-14, 16, 18, 20, 22, 26-27	10
CREATIVE SERVICES PRODUCER	3, 5-6, 9-10, 13-14, 16, 18, 20, 22, 26-27	5
NEWS EDITOR	3, 8-10, 13-14, 16, 18, 20, 22, 26-27	9
NEWS EDITOR	3, 8-10, 13-14, 16, 18, 20, 22, 26-27	9
Assistant New Director	3-4, 6, 8-10, 13-14, 16, 18, 20, 22, 26-27	6
TRAFFIC ASSISTANT	3, 6, 8-9, 13-14, 16, 18, 20, 22, 26-27	6
Senior Broadcast Engineer	3, 8-10, 13-14, 16, 18, 20, 22, 26-27	9
NEWS PHOTOGRAPHER / EDITOR	3, 6, 8-11, 13-14, 16, 18, 20, 22, 26-27	11
TRAFFIC ASSISTANT	3, 6, 9-10, 13-14, 16, 18, 20, 22, 26-27	6
Account Executive	3, 8-10, 13-16, 18, 20, 22, 26-27	9
Senior Broadcast Engineer	3, 8-10, 13-14, 16, 18, 20, 22, 26-27	9
DIGITAL CONTENT CREATOR	3-4, 8-10, 13-16, 18, 20, 22, 26-27	4

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NEWS PRODUCER	3, 8-10, 13-14, 16, 18, 20, 22, 26-27	9
TECHNICAL PRODUCER	3, 6, 8-10, 13-14, 16, 18, 20, 22, 26-27	6
PRODUCTION ASSISTANT	3, 8-10, 13-16, 18, 20, 22, 26-27	9
DIGITAL CONTENT NEWS PRODUCER	3, 8-10, 13-16, 18, 20, 22, 26-27	15
INVESTIGATIVE PRODUCER	3, 6, 8-11, 13-14, 16, 18, 20, 22, 26-27	11
INVESTIGATIVE REPORTER	3-6, 8-10, 13-14, 16, 18, 20, 22, 26-27	5
PRODUCTION ASSISTANT - KPTV/KPDX	3, 8-10, 13-14, 16, 18, 20, 22, 26-27	10
Account Executive	1, 3, 8-10, 13-16, 18, 20, 22, 26	15
NEWS EDITOR - KPTV	3, 8-10, 14-16, 22, 26-27	9
NEWS PRODUCER	3, 6, 8-10, 14, 16, 22, 26	6
NEWS PRODUCER (PRIMARY) - KPTV	3, 9-10, 14, 16, 22-23, 26-27	9
TRAFFIC ASSISTANT - KPTV	3, 8-10, 14-16, 22, 26-27	9
CREATIVE SERVICES DIRECTOR - KPTV	3, 6, 8-10, 14, 16, 22, 26-27	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	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
2	Asian American Journalists Association P.O. Box 117 Windor, California 95492 Phone : 626-792-3846 Url : www.aaja.org/ April Kamaldinova Manual Posting	N	0
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
4	Corporate Recruiter	N	7
5	Current Employee	N	3
6	Employee Referral	N	26
7	Full Sail University 3300 University Boulevard Winter Park, Florida 32792 Phone : 689-244-0264 Url : https://www.fullsail.edu/ James May Manual Posting	N	0
8	Gevers and Associates 355 E. Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Email : rick@rickgevers.com Richard Gevers	N	0
9	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	52

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10	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	21
11	Internal Transfer/Promotion	N	7
12	Internship Program	N	1
13	Job Corps Outreach Clackamas County 1130 SW Morrison Portland, Oregon 97205 Phone : 206-343-4148 Email : vahan@nwdesi.org Vahan Bogosian Prong 2 Ended Date: 6/2/2023	N	0
14	KPTV.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6807 Email : jennifer.conaway@kptv.com Jennifer Conaway	N	0
15	Linked In - not directly contacted by SEU	N	14
16	Mt. Hood Community College 26000 S.E. Stark St. Gresham, Oregon 97030 Phone : 503-491-7526 Email : jennifer.mcneil@mhcc.edu Jennifer McNeil	N	0
17	National Association of Black Journalists 8800 Lakewood Dr. #117 Windsor, California 95492 Phone : 626-792-3846 Url : https://nabjonline.org/ April Kamaldinova Manual Posting	N	0

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18	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5311 Url : www.broadcastcareerlink.com Tim Dotson Manual Posting	N	0
19	National Association of Hispanic Journalists PO Box 117 Windsor, California 95492 Phone : 626-792-3846 Url : https://nahj.org/ April Kamaldinova Manual Posting	N	0
20	Oregon Assoc. Of Broadcasters 3422 NW Bryce Canyon Lane Bend, Oregon 97703 Phone : 503-443-2299 Url : www.theoab.org Email : theoab@theoab.org Bob Singer	N	0
21	Oregon State University 8 Kerr Administration Building Corvallis, Oregon 97331 Phone : 541-737-0523 Cheryl Herring Manual Posting	N	0
22	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
23	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-01119 Arleen Fong Manual Posting	N	7

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24	University of Oregon 220 Hendricks Hall P.O. Box 3247 Eugene, Oregon 97403 Phone : 541-346-6015 Sam Matta Manual Posting	N	0
25	University of Washington 1100 NE Campus Way Seattle, Washington 98105 Phone : 541-443-2299 Alyce Mallett Manual Posting	N	0
26	WA State Assoc of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
27	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			139

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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	10/13/2022	Participation in Job Fairs	Our Assistant News Director participated in the Oregon State University School of Communications job fair. They spoke to students about jobs in broadcasting and jobs available at our stations.	1	Assistant News Director
2	11/22/2022	Participation in events or programs sponsored by educational institutions	Station Job Shadow Day -Industry Partnership with Washington State University's Edward R. Murrow School of Journalism	2	General Manager News Director
3	4/4/2023	Participation in scholarship programs	Our Stations participate in the WSU Industry Partnership Scholarship Program by donating to the program.	1	General Manager
4	4/20/2023	Provision of training to management	Our Stations participated in a webinar on the FCC's EEO Rules and Regulations provided by Joan Wiley.	1	Office Manager
5	6/1/2023	Establishment of an intern program designed to assist members of the community	During this reporting year, we had four students participate in our Future Focus Internship program. The students worked in the News and Promotions Departments and were supervised by the department manager.	4	News Director Executive Producer Digital Content Manager Local Sales Manger