

KPDX, KPTV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 29, 2021

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
Network Desktop Administrator	1-3, 10, 12-17, 19-27	14
Multimedia Producer - Web	1-3, 8-10, 12-13, 15-17, 19, 21-22, 24-27	16
News Producer	1, 3, 6, 8, 10, 12-13, 15-17, 19, 21-22, 24, 26-27	6
Executive Producer	1, 3, 5, 7-10, 12-13, 15-17, 19, 21-22, 24, 26-27	5
Multimedia Producer - Web	1, 3, 8, 10, 12-17, 19, 21-22, 24, 26-27	24
Multimedia Journalist	1-3, 5, 8, 10-13, 15-19, 21-22, 24-27	5
News Writer/Producer	1, 3, 6, 8-10, 12-13, 15-19, 21-22, 24-27	6
Multimedia Journalist	1, 3-4, 6, 8, 10, 12-13, 15-22, 24-27	24
Multimedia Journalist	1, 3-4, 6, 8, 10, 12-13, 15-22, 24-27	24
News Assignment Editor	1, 3, 8, 10, 12-19, 21-22, 24-27	16

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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	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care 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	Career Fair	N	1
5	Current Employee	N	4
6	Employee Referral	N	5
7	Gevers and Associates 355 E. Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Email : rick@rickgevers.com Richard Gevers	N	0
8	Glassdoor.com 100 Shoreline Hwy Bldg. A Mill Valley, California 94941 Phone : 415-339-6698 Molly McKinstry Manual Posting	N	0
9	Indeed.com - Not Directly Contacted by SEU	N	3
10	Job Corps Outreach Clackamas County 1130 SW Morrison Portland, Oregon 97205 Phone : 206-343-4148 Email : vahan@nwdesi.org Vahan Bogosian	Y	0

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11	JournalismNext.com 219 W. 40th Street New York, New York 10018 Phone : 626-792-3846 April Kamaldinova Manual Posting	N	0
12	KPDX.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6430 Email : teresa.stedman@meredith.com Teresa Stedman	N	0
13	KPTV.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6430 Email : teresa.stedman@meredith.com Teresa Stedman	N	3
14	Linked In - not directly contacted by SEU	N	5
15	Media Bistro 457 Park Ave. South 4th Floor New York, New York 10016 Phone : 212-547-7893 Rachel LaMariana Manual Posting	N	0
16	Meredith Corporation Web Site 1716 Locust Street Des Moines, Iowa Phone : 515-284-2775 Email : teresa.stedman@meredith.com Maggie Ryan	N	3
17	National Alliance of State Broadcaster (NASBA) 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Suzanne Strong Manual Posting	N	0
18	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	0

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19	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
20	Non-Employee Referral	N	2
21	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
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	Society of Broadcast Engineers 9247 N. Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0
24	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-01119 Arleen Fong Manual Posting	N	3
25	WA State Assoc of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0

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26	Worksource Oregon 12901 SW Jenkins Rd. Suite C Beaverton, Oregon 97005 Phone : 503-644-1229 Url : www.employment.oregon.gov Job Board Manual Posting	N	1
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:			30

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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	10/1/2020	Establishment of a mentoring program	New hires are assigned mentors to help them through the training period and as a resource as they continue to progress in their career. Program focus on reporters, multimedia journalists, writers, producers and photographers. Mentors are anchors, senior reporters, assignment managers, lead photographers.	20	
2	10/1/2020	Establishment of training programs for station personnel	Code of Business Conduct and Ethics Web Base Training Program: 10/01/2020-9/30/2021. New and current employees participated in the Code of Business Conduct and Ethics Web Base Training program. This program reviews business practices and procedures including an overview of the Equal Employment Opportunity regarding harassment and discrimination.	138	
3	10/24/2020	Participation in events sponsored by organizations representing the community	Virtual presentation by Chief Meteorologist at the annual Oregon AMS, Beaverton, OR. Focus on recap of prior winter weather and projections/preparations for upcoming winter.	1	
4	1/11/2021	Provision of training to management	Department managers and supervisors participated in an 'Inclusive Leadership' facilitated workshop. The workshop focused on concepts of objectivity, belonging, voice and growth, to equip managers and leaders with the necessary tools needed to build an sustain an inclusive culture.	16	
5	2/5/2021	Establishment of training programs for station personnel	Between 2/05/21-4/25/21, Employees participated in an 'Inclusive Culture' workshop. The workshop focused on the concepts of objectivity, belonging, voice, and growth to equip participants with the knowledge and skills needed to contribute to an effective culture where people from all backgrounds can thrive.	122	
6	3/10/2021	Provision of training to management	Legal training as provided by in-house counsel regarding avoiding unintended consequences as it pertains Diversity, Equity and Inclusion.	16	

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7	3/16/2021	Provision of training to management	Unconscious Bias Training and workshop for upper management.	1	General Manager
8	3/31/2021	Participation in other activities designed by the station employment unit	In partnership with Washington State University, sponsored the 45th Murrow Symposium and provided a panel with 6 KPTV staff members. The panel discussed the importance of each position in the newsroom, how they work together and what types of opportunities are available.	6	
9	4/10/2021	Participation in events or programs sponsored by educational institutions	Virtually attended the Columbia Journalism School Career Expo April 10th and April 12th for potential recruitment of candidates.	1	Human Resource Director
10	4/14/2021	Participation in events or programs sponsored by educational institutions	Staff members participated in Washington State University's 'Coffee with KPTV'. This one-hour recruitment session allowed for KPTV staff members to talk about internship opportunities, expectations and ideal qualifications for entry-level candidates. Students had the opportunity to ask questions to learn more about KPTV and broadcasting as a whole.	6	
11	7/14/2021	Participation in events or programs sponsored by educational institutions	Attended (virtually) the National Association of Hispanic Journalists Convention and Career Fair July 14, 2021-July 16, 2021. Informational interviews with potential future candidates.	2	Human Resource Director Assistant News Director