

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 three (3) parts as follows:

1. A form for each job vacancy filled by the station from October 1, 2014, through September 30, 2015 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, 2014, through September 30, 2015.

3. A brief description of Recruitment Initiatives.

KPTV/KPDX

Recruitment Sources Report

For the period of October 1, 2014, through September 30, 2015 KPTV & KPDX filled the following vacancies as defined by the FCC EEO rules.

| | Local Sales Assistant 11/03/14 | | | Photographer 11/17/14 | | | Local Sales Manager 11/10/14 | | | Production Assistant 10/29/14 | | | Receptionist 02/09/15 | | | Multimedia Writer 10/20/14 | | | Account Executive 11/17/14 | | |
|--|-----------------------------------|---|----|--------------------------|---|----|---------------------------------|---|----|----------------------------------|---|----|--------------------------|---|----|-------------------------------|---|----|-------------------------------|---|----|
| (Position Filled Date) | 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 |
| <u>Recruitment Sources</u> | | | | | | | | | | | | | | | | | | | | | |
| America's Job Exchange | | X | | | X | | | X | | | X | hs | | X | | | X | | | X | |
| BegnRight Temp Agency | | | | | | | | | | | | | | | | | | | | | |
| Broadbean Adcourier | | | | | | | | | | | | | | | | | | | | | |
| Clark College | | | | | | | | | | | | | | | | | | | | | |
| KPDX.com | | X | | | X | | | X | | | X | | | X | | | X | | | X | |
| KPTV.com | | X | | | X | | | X | | | X | | | X | | | X | | | X | |
| Media Bistro | | | | | | | | | | | | | | | | | | | | | |
| Meredith Corporation Web Site | | X | | | X | | | X | | | X | | | X | | | X | | | X | |
| Mt. Hood Community College | | | | | | | | | | | | | | | | | | | | | |
| National Alliance of State Broadcaster (NASBA) | | | | | | | | | | | | | | | | | | | | | |
| National Association of Black Journalists | | | | | | | | | | | | | | | | | | | | | |
| National Association of Broadcasters | | | | | | | | | | | | | | | | | | | | | |
| Oregon Association of Broadcasters | | X | | | X | | | X | | | X | | | X | | | X | | | X | |
| Oregon State University | | | | | | | | | | | | | | | | | | | | | |
| Portland Community College | | | | | | | | | | | | | | | | | | | | | |
| Portland State University | | | | | | | | | | | | | | | | | | | | | |
| Society of Broadcast Engineers | | | | | | | | | | | | | | | | | | | | | |
| Spots.N.Dots | | | | | | | | | | | | | | | | | | | | | |
| Television Week | | | | | | | | | | | | | | | | | | | | | |
| TV Jobs.com | | X | | | X | | | X | | | X | | | X | | | X | | | X | |
| University of Oregon | | | | | | | | | | | | | | | | | | | | | |
| University of Washington | | | | | | | | | | | | | | | | | | | | | |
| Western Washington University | | | | | | | | | | | | | | | | | | | | | |
| Washington State Association of Broadcasters | | | | | | | | | | | | | | | | | | | | | |
| Internal candidates - promotion | | | | | | | | | | | | | | | | | | | | | |
| Industry/Employee Referral | | | hs | | | hs | | | hs | | | hs | | | hs | | | hs | | | hs |
| Internship Program | | | | | | | | | | | | | | | | | | | | | |

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, 2014, through September 30, 2015 KPTV & KPDX filled the following vacancies as defined by the FCC EEO rules.

| (Position Filled Date) | Production Assistant | Promotion Producer | Local Sales Assistant | News Editor | Account Executive | EP Digital Content | News Producer | Multimedia Journalist |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| | 01/19/15 | 02/23/15 | 01/26/15 | 03/02/15 | 08/17/15 | 04/27/15 | 05/11/15 | 06/08/15 |
| <u>Recruitment Sources</u> | <u>RS/O</u> <u>X</u> <u>HS</u> | <u>RS/O</u> <u>X</u> <u>HS</u> | <u>RS/O</u> <u>X</u> <u>HS</u> | <u>RS/O</u> <u>X</u> <u>HS</u> | <u>RS/O</u> <u>X</u> <u>HS</u> | <u>RS/O</u> <u>X</u> <u>HS</u> | <u>RS/O</u> <u>X</u> <u>HS</u> | <u>RS/O</u> <u>X</u> <u>HS</u> |
| America's Job Exchange | | | | | | | | |
| BeginRight Temp Agency | | | | | | | | |
| Broadbean Adcourier | | | | | | | | |
| Clark College | | | | | | | | |
| KPDX.com | | | | | | | | |
| KPTV.com | | | | | | | | |
| Media Bistro | | | | | | | | |
| Meredith Corporation Web Site | | | | | | | | |
| Mt. Hood Community College | | | | | | | | |
| National Alliance of State Broadcaster (NASBA) | | | | | | | | |
| National Association of Black Journalists | | | | | | | | |
| National Association of Broadcasters | | | | | | | | |
| Oregon Association of Broadcasters | | | | | | | | |
| Oregon State University | | | | | | | | |
| Portland Community College | | | | | | | | |
| Portland State University | | | | | | | | |
| Society of Broadcast Engineers | | | | | | | | |
| Spots.N.Dots | | | | | | | | |
| Television Week | | | | | | | | |
| TV Jobs.com | | | | | | | | |
| University of Oregon | | | | | | | | |
| University of Washington | | | | | | | | |
| Western Washington University | | | | | | | | |
| Washington State Association of Broadcasters | | | | | | | | |
| Internal candidates - promotion | | | | | | | | |
| Industry/Employee Referral | | | | | | | | |
| Internship Program | | | | | | | | |

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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, 2014, through September 30, 2015 KPTV & KPDX filled the following vacancies as defined by the FCC EEO rules.

| | (Position Filled Date) | Production Assistant 05/13/15 | News Photographer 09/21/15 | News Photographer 07/13/15 | Multimedia Journalist 07/13/15 | Account Executive 07/15/15 | Production Assistant 08/03/15 | News Editor 09/08/15 | |
|--|------------------------|----------------------------------|-------------------------------|-------------------------------|-----------------------------------|-------------------------------|----------------------------------|-------------------------|-----------|
| <u>Recruitment Sources</u> | <u>RS/O</u> | <u>X</u> | <u>HS</u> | <u>RS/O</u> | <u>X</u> | <u>HS</u> | <u>RS/O</u> | <u>X</u> | <u>HS</u> |
| America's Job Exchange | | x | | x | | x | | x | |
| BeginRight Temp Agency | | x | | x | | x | | x | |
| Broadbean Adcourier | | | | | | | | | x hs |
| Clark College | | | | | | | | | |
| KPDX.com | | x | | x | | x | | x | |
| KPTV.com | | x | | x | | x | | x | |
| Media Bistro | | | | | x | | | | |
| Meredith Corporation Web Site | | x | | x | | x | | x | |
| Mt. Hood Community College | | | | | | | | | |
| National Alliance of State Broadcaster (NASBA) | | | | | | | | | |
| National Association of Black Journalists | | | | | | | | | |
| National Association of Broadcasters | | | | | | | | | |
| Oregon Association of Broadcasters | | x | | x | | x | | | |
| Oregon State University | | | | | | | | | |
| Portland Community College | | | | | | | | | |
| Portland State University | | | | | | | | | |
| Society of Broadcast Engineers | | | | | | | | | |
| Spots.N.Dots | | x | | | | | | | |
| Television Week | | | | | | | | | |
| TV Jobs.com | | | | x hs | | x | | | |
| University of Oregon | | x | | | | | x | | |
| University of Washington | | | | | | | | | |
| Western Washington University | | | | | | | | | |
| Washington State Association of Broadcasters | | | | | | | | | |
| Internal candidates - Promotion | | | | | | | | | |
| Industry/Employee Referral | | | | | hs | | hs | | |
| Internship Program | | hs | | | hs | | hs | | |

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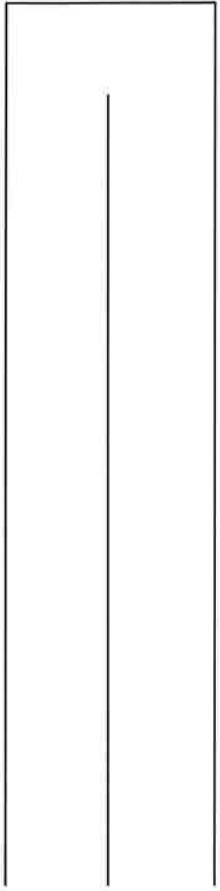
IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

KPTV/KPDX
Recruitment Sources Report

For the period of October 1, 2014, through September 30, 2015 KPTV & KPDX filled the following vacancies as defined by the FCC EEO rules.

| <u>Recruitment Sources</u> | (Position Filled Date) | | | Production Assistant | Weather Producer | | | | | | | | | | | | | |
|--|------------------------|----------|-----------|----------------------|------------------|-----------|-------------|----------|-----------|-------------|----------|-----------|-------------|----------|-----------|-------------|----------|-----------|
| | 09/28/15 | 09/30/15 | | 09/28/15 | 09/30/15 | | | | | | | | | | | | | |
| | <u>RS/O</u> | <u>X</u> | <u>HS</u> | <u>RS/O</u> | <u>X</u> | <u>HS</u> | <u>RS/O</u> | <u>X</u> | <u>HS</u> | <u>RS/O</u> | <u>X</u> | <u>HS</u> | <u>RS/O</u> | <u>X</u> | <u>HS</u> | <u>RS/O</u> | <u>X</u> | <u>HS</u> |
| America's Job Exchange | | | X | | | X | | | | | | | | | | | | |
| BeginRight Temp Agency | | | | | | | | | | | | | | | | | | |
| Broadbean Adcourier | | | X | | | X | | | | | | | | | | | | |
| Clark College | | | | | | | | | | | | | | | | | | |
| KPDX.com | | | X | | | X | | | | | | | | | | | | |
| KPTV.com | | | X | | | X | | | | | | | | | | | | |
| Media Bistro | | | X | | | | | | | | | | | | | | | |
| Meredith Corporation Web Site | | | X | | | X | | | | | | | | | | | | |
| Mt. Hood Community College | | | | | | | | | | | | | | | | | | |
| National Alliance of State Broadcaster (NASBA) | | | | | | | | | | | | | | | | | | |
| National Association of Black Journalists | | | | | | | | | | | | | | | | | | |
| National Association of Broadcasters | | | | | | | | | | | | | | | | | | |
| Oregon Association of Broadcasters | | | | | | | | | | | | | | | | | | |
| Oregon State University | | | | | | | | | | | | | | | | | | |
| Portland Community College | | | | | | | | | | | | | | | | | | |
| Portland State University | | | | | | | | | | | | | | | | | | |
| Society of Broadcast Engineers | | | | | | | | | | | | | | | | | | |
| Spots.N.Dots | | | | | | | | | | | | | | | | | | |
| Television Week | | | | | | | | | | | | | | | | | | |
| TV Jobs.com | | | X | | | | | | | | | | | | | | | |
| University of Oregon | | | | | | X | | | | | | | | | | | | |
| University of Washington | | | | | | | | | | | | | | | | | | |
| Western Washington University | | | | | | | | | | | | | | | | | | |
| Washington State Association of Broadcasters | | | | | | | | | | | | | | | | | | |
| Internal candidates - Promotion | | | | | | | | | | | | | | | | | | |
| Industry/Employee Referral | | | | | | hs | | | | | | | | | | | | |
| Internship Program | | | | | | | | | | | | | | | | | | |

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KPTV/KPDX INTERVIEWEE RECORDS REPORT

Job Vacancies: October 1, 2014, through September 30, 2015

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

Interviewees

| | Name | Contact Name/Title | Phone Number | Fax Number | E-Mail Address | Address1 | Address2 | City | State | Zip |
|----|--|--------------------|------------------|--------------|----------------------------------|---------------------------------------|---------------------------------|--------------|-------|------------|
| 14 | Americas Job Exchange | Jesse Rivard | 1-888-923-8284 | | jrivard@americasjobexchange.com | 200 Minuteman Road | | Andover | MA | 01810 |
| 5 | BeginRight Temporary Agency | Eileen Hendrickson | 503-254-5959 | | ehendrickson@beginright.com | 3709 NE 122nd Avenue | | Portland | OR | 97230 |
| 3 | Broadbean Adcourier | Danya Woolsley | 949-706-8560 | | woolsleyd@broadbean.com | 34 Executive Park | Suite 150 | Irvine | CA | 92614 |
| | Clark Collage | Suzanne Thayer | 360-892-2984 | | sthayer@clark.edu | 1800 E. McLoughlin Blvd | Gaiser Hall (GHL)-25 | Vancouver | WA | 98863 |
| | KPDX.com | Teresa Siedman | 503-906-1249 | | Self entry through hiring portal | 14975 NW Greenbrier Parkway | | Beaverton | OR | 97005 |
| 10 | KPTV.com | Teresa Siedman | 503-906-1249 | | Self entry through hiring portal | 14975 NW Greenbrier Parkway | | Beaverton | OR | 97005 |
| | Media Bistro | Rachel LaMariana | 212-547-7893 | 866-880-1429 | mediabistro.com | 457 Park Ave. South | 4th Floor | New York | NY | 10016 |
| 2 | Meredith Corporation Web Site | Rebecca Hughes | 515-284-2812 | 515-284-3058 | Self entry through hiring portal | 1716 Locust Street | | Des Moines | IA | 50309-3023 |
| | Mt. Hood Community College | Daniel Martinez | 503-491-7432 | 503-491-6090 | daniel.martinez@mhcc.edu | 26000 S.E. Stark St | | Gresham | OR | 97030 |
| | National Alliance of State Broadcaster (NASBA) | Suzanne Strong | 505-861-4444 | | Suzanstrong@nbsa.org | 2333 Wisconsin Street, NE | | Albuquerque | NM | 87110 |
| | National Association of Black Journalists | Veronique Dodson | 301-405-0248 | | careerservices.nabj.org/hr | 1100 Knight Hall | Suite 3100 | College Park | MD | 20742 |
| | National Association of Broadcasters | Nate Mann | 202-429-5369 | 202-429-4199 | nab@nab.org | 1771 N Street, NW | | Washington | DC | 20005-2891 |
| | Oregon Association of Broadcasters | Bill Johnstone | 503-443-2299 | 503-443-2488 | theoab@theoab.org | 7150 SW Hampton Street | Suite 214 | Portland | OR | 97223-8366 |
| | Oregon State University | Cheryl Herring | 541-737-0523 | 541-737-0532 | cheryl.herring@oregonstate.edu | 8 Kerr Administration Building | | Corvallis | OR | 97331-2127 |
| | Portland Community College | Becky Washington | 971-722-5242 | 503-978-9030 | rwashing@pcc.edu | P.O. Box 19000 | | Portland | OR | 97280-0990 |
| | Portland State University | Kris Lucht | 503-725-4613 | | careerconnect@psu.edu | 402 University Sciences Building | 617 SW Montgomery, P.O. Box 751 | Portland | OR | 97207-0751 |
| | Society of Broadcast Engineers | Scott Jones | 317-846-9000 | 317-846-9120 | sjones@sbe.org | 9247 N. Meridian Street | Suite 305 | Indianapolis | IN | 46280 |
| | Spots.N.Dots | Emily McKay | 866-884-2630x701 | | ads@spotsndots.com | 167 Oakdale Road | | Johnson City | NY | 13790 |
| | Television Week | Chuck Ross | 323-449-4479 | 323-658-6174 | chcross@tweek.com | 6500 Wilshire Boulevard | Suite 2300 | Los Angeles | CA | 90048 |
| 2 | TV Jobs.com | Mark Holloway | 800-374-01119 | 760-754-2115 | mark@tvjobs.com | Broadcast Employment Services | P.O. Box 4116 | Oceanside | CA | 920052 |
| | University of Oregon | Pat Ferris | 541-346-3214 | 541-346-6038 | pferris@uooregon.edu | 0 Hendricks Hall, 1408 University Str | P.O. box 3247 | Eugene | OR | 97403-0257 |
| | University of Washington | Alyce Mallett | 206-543-2100 | | huskyjobs@uw.edu | 1100 NE Campus Pkwy | | Seattle | WA | 98105 |
| | Western Washington University | Karen Peila | 360-650-2944 | | careers@wwu.edu | 516 High Street | | Bellingham | WA | 98225 |
| | Washington State Association of Broadcasters | Mark Allen | 360-705-0774 | 360-705-0873 | wsabjobbank@earthlink.net | 724 Columbia Street N.W., Suite 310 | | Olympia | WA | 98501-1249 |
| 15 | Internal candidates | | | | | | | | | |
| 39 | Industry/Employee Referral | | | | | | | | | |
| | Internship Program | | | | | | | | | |

TOTAL 93

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

| 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 | 10/01/14-09/30/15 | 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 | Meredith Corporation and Employee Relations Dept. |
| Severe weather coverage safety training | 2/25/2015 | News photographers and reporters attended an in-house seminar on safety precautions while covering severe weather stories | Portland General Electric |
| Legal training | 5/04/15-5/05/15 | News employees participated in a seminar led by in-house counsel Josh Pila reviewing legal do's and don'ts in reporting. Administrative staff reviewed practices and procedures regarding the FCC public file. The sales department employees participated in a training session regarding the policies of advertising as they relate to Facebook contesting, marijuana, guns and liquor advertising | |
| Type of Recruitment Initiative | Date | Brief Description of Initiative/Names of station personnel involved in Initiative | Co-Sponsor's (if applicable) |
| Internship Program | 10/01/14-09/30/15 | <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> | Portland State University |

| Type of Recruitment Initiative | Date | Brief Description of Initiative/Names of station personnel involved in Initiative | Co-Sponsor's (if applicable) |
|--------------------------------|-------------------|--|--|
| Job Shadows | 10/01/14-09/30/15 | 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. | Camas High, Catlin Gabel High, Glencoe High, Newberg High, Pe Ell High, Portland Lutheran School, Staten High, Westview High, Wilsonville High, University of Central Missouri, University of Oregon |
| Type of Recruitment Initiative | Date | Brief Description of Initiative/Names of station personnel involved in Initiative | Co-Sponsor's (if applicable) |
| Career Fair (3) | 10/01/14-9/30/15 | <p>Central Washington University Career Fair. Teresa Stedman, Director of Human Resources staffed a table, providing information regarding KPTV/KPDX and conducted mock interviews.</p> <p>NABEF Media Sales Institute Recruitment Day (Walter Cronkite School of Journalism) - Teresa Stedman, Director of Human Resources staffed a table providing information regarding KPTV/KPDX and interviewing 18 students as potential sales assistants or account executives.</p> <p>Portland's 15th Annual Diversity Employment Day Career Fair - KPTV/KPDX Co-sponsored the event which included candidates from multicultural, bilingual, people with disabilities, women, mature workers, LGBT and Veterans communities. Teresa Stedman staffed a table providing information regarding KPTV/KPDX and conducted interviews.</p> | Central Washington University, NAB Media Sales Institute and Walter Cronkite School of Journalism, City Career Fair/Portland Annual Diversity. |

August 5-9, 2015 - Minneapolis, MN

“ 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.”