

KPDX, KPTV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Temporary Broadcast Engineer	1, 3-4, 10-13, 15-16, 19-20, 22, 24, 26-28, 30-33	12
Reporter/Fill-In Weather Anchor	1, 3-4, 8, 10-11, 13-16, 19-20, 22-24, 26-27, 30-33	8
General Sales Manager	1, 3-4, 6, 8, 10-11, 13, 15-16, 18-20, 22, 24-28, 30-33	25
Reporter	1, 3-4, 10-11, 13, 15-16, 19-20, 22, 24, 26-27, 30-33	16
Multimedia Producer - Web	1, 3-4, 10-11, 13, 15-16, 18-20, 22, 24, 26-27, 30-33	16
Local Sales Manager - Television	1, 3-6, 10-11, 13, 15-17, 19-20, 22, 24, 26-27, 30-33	6
Assignment Editor	1-4, 7, 10-11, 13, 15-16, 19-20, 22, 24-27, 30-33	20
Key Account Consultant	1, 3, 8-11, 13, 15-16, 18-20, 22, 24-27, 29-33	9
Multimedia Producer - Marketing	1, 3, 10-11, 13, 15-20, 22, 24, 26-27, 30-33	18
Multimedia Journalist	1, 7-8, 10, 13, 15-16, 19-22, 24, 26-27, 30-33	8
News Producer	1, 9-10, 13, 15-16, 19-20, 22, 24-27, 30-33	9
Multimedia Journalist/Lifestyle	1, 9-10, 12-13, 15-16, 18-20, 22, 24-27, 30-33	20

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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	Applied for Previous Posting	N	1
3	Better Jobs 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Oscar Ibarra Manual Posting	N	0
4	Broadbean Adcourier 34 Executive Park Suite 150 Irvine, California 92614 Phone : 949-706-8560 Dayna Woolsey Manual Posting	N	0
5	Consultant Referral	N	4
6	Current Employee	N	2
7	E-mail Inquiry	N	2
8	Employee Referral	N	5
9	Former Employee	N	3
10	Glassdoor.com 100 Shoreline Hwy Bldg. A Mill Valley, California 94941 Phone : 415-339-6698 Molly McKinstry Manual Posting	N	1
11	Goodwill Industries Job Connection 51651 SE 2nd Ave. Scappoose, Oregon 97056 Phone : 503-906-7357 Email : aarmstrong@gicw.org Anthony Armstrong Prong 2 Ended Date: 5/1/2020	N	0

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12	Indeed 7501 N. Capital of Texas Highway Austin, Texas 78731 Phone : 203-328-2691 Salvatore Grillo Manual Posting	N	5
13	Job Corps Outreach Clackamas County 1130 SW Morrison Portland, Oregon 97205 Phone : 206-343-4148 Email : vahan@nwdesi.org Vahan Bogosian	Y	0
14	JournalismNext.com 219 W. 40th Street New York, New York 10018 Phone : 626-792-3846 April Kamaldinova Manual Posting	N	0
15	KPDX.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6430 Email : teresa.stedman@meredith.com Teresa Stedman	N	0
16	KPTV.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6430 Email : teresa.stedman@meredith.com Teresa Stedman	N	3
17	Ladders (The) 55 Water Steet New York, New York 10041 Phone : 888-884-2630 William Taylor Manual Posting	N	0
18	Linked In - not directly contacted by SEU	N	6
19	Media Bistro 457 Park Ave. South 4th Floor New York, New York 10016 Phone : 212-547-7893 Rachel LaMariana Manual Posting	N	0

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20	Meredith Corporation Web Site 1716 Locust Street Des Moines, Iowa Phone : 515-284-2775 Email : teresa.stedman@meredith.com Maggie Ryan	N	12
21	Mt. Hood Community College 26000 S.E. Stark St. Gresham, Oregon 97030 Phone : 503-491-7432 Email : bhaktirose.dawdy@mhcc.edu Bhaktirose Dawdy	N	0
22	National Alliance of State Broadcaster (NASBA) 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Suzanne Strong Manual Posting	N	0
23	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	0
24	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
25	Non-Employee Referral	N	6
26	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	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Siletz-Confederate Tribes of Ptl 12790 SE Stark Street Portland, Oregon 97233 Phone : 503-238-1512 Email : tamrar@ctsi.nsn.us Tamra Russel	Y	0
28	Society of Broadcast Engineers 9247 N. Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0
29	Spots.N.Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630x701 Email : ads@spotsndots.com Emily McKay	N	0
30	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-01119 Arleen Fong Manual Posting	N	2
31	WA State Assoc of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
32	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	0

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33	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:			53

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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	10/1/2019	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, photographers and account executives. Mentors are anchors, senior reporters, assignment managers, lead photographers, senior account executives.	22	
2	Ongoing Event	Establishment of training programs for station personnel	Code of Business Conduct and Ethics Web Base Training Program: 10/01/2019-9/30/2020. 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.	145	
3	1/7/2020	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Participated in building a program to enlist high school students interested in journalism in conjunction with Veterans' Legacies allowing students to interview veterans and tell their stories.	2	
4	1/23/2020	Participation in other activities designed by the station employment unit	General Manager spoke to students of The Ohio State University, outlining what it is like to work in a news station and being on the ground in major life-changing news events.	1	VP & General Manager
5	5/11/2020	Participation in Job Fairs	Participated in Central Washington University's Virtual Career Fair.	1	Human Resource Director
6	Ongoing Event	Provision of training to management	General Manager participated in Unconscious Bias Training to ensure equal employment opportunities and prevention of discrimination in recruitment and hiring.	1	VP & General Manager