

KPDX, KPTV
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
Account Executive	6, 10, 14, 16, 18-19, 33, 39	10
Account Executive	6, 12, 14, 16, 18-19, 25, 28-29, 31, 33-34, 37	19
Assignment Editor	5-6, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	19
Assignment Editor	5-6, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	14
CREATIVE SERVICES DIRECTOR	1, 6, 10-12, 14-19, 25, 28-29, 32-34, 37, 39	1
DIGITAL CONTENT MANAGER	6, 12, 14, 16-19, 25, 28-29, 33, 37, 39	19
DIGITAL CONTENT NEWS PRODUCER	6, 10, 12, 14, 16, 18-19, 25, 28-30, 33, 37, 39	10
DIGITAL NEWS PRODUCER	6, 14, 16, 18-19, 21, 33, 39	21
Executive Producer	6, 12, 14, 16-18, 21, 25, 28-30, 33, 37, 39	21
Multimedia Journalist	2, 4, 18-20, 23-24, 26-29, 33, 35-39	36
Multimedia Journalist/Reporter	1, 6, 10, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	14
Multimedia Journalist/Reporter	6, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	14
Multimedia Journalist/Reporter	1, 6, 12, 14, 16-19, 25, 28-29, 33, 37, 39	19
Multimedia Journalist/Reporter	6, 10, 12, 14, 16, 18-19, 25, 28-29, 33, 35, 37, 39	10
MULTIMEDIA PRODUCER	6, 8, 10, 14-16, 19, 30, 39	10
Multimedia Producer - Web	2, 4, 13, 18-20, 22-24, 26-29, 33, 35, 37-39	24
Multimedia Producer - Web	2, 4, 13, 18-20, 22-24, 26-29, 33, 35, 37-39	24
Multimedia Producer-Creative Services	2, 4, 10, 13, 15, 17-20, 23-24, 26-29, 33, 35, 37-39	15
NEWS ANCHOR/REPORTER	6, 14, 16, 19, 39	19
NEWS ANCHOR/REPORTER	1, 6, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	1
NEWS EDITOR	6, 12, 14-16, 18-19, 25, 28-29, 33, 37, 39	15
NEWS EDITOR	6, 10, 14, 16, 19, 30, 39	10
NEWS EDITOR	6, 14, 16, 18, 33, 39	14

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NEWS PHOTOGRAPHER / EDITOR	6, 10, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	10
NEWS PHOTOGRAPHER / EDITOR	6, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	14
NEWS PHOTOGRAPHER / EDITOR	6, 10, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	14
NEWS PHOTOGRAPHER / EDITOR	6, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	14
NEWS PRODUCER	5-6, 9, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	9
NEWS PRODUCER	3, 6, 9-10, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	9
NEWS PRODUCER	3, 6, 12, 14-16, 18-19, 25, 28-29, 33, 37, 39	14
NEWS PRODUCER	6, 14, 16, 19, 30, 35, 39	19
NEWS PRODUCER	6, 14, 16, 18-19, 33, 39	14
News Reporter	6, 12, 14, 16, 18-19, 25, 28-29, 33, 35, 37, 39	19
News Video Editor	2, 4, 8, 10, 18-20, 23-24, 26, 28-29, 33, 35, 37-39	10
Office Manager	6, 14, 16, 19, 21, 39	21
OUTDOOR SHOW HOST	6, 10, 14, 16, 19, 39	10
PRODUCER	6, 14, 16, 18-19, 33, 39	14
PRODUCTION ASSISTANT	6, 14, 16, 19, 39	19
PRODUCTION ASSISTANT	6, 10, 14, 16, 19, 39	19
SALES ASSISATANT	6, 12, 14-16, 18-19, 25, 28-29, 33-34, 37, 39	15
SALES ASSISATANT	6, 14, 16, 19, 30, 39	30
Sales Assistant	2, 4, 10, 13, 18-20, 23-24, 26, 28-29, 33, 35, 37-39	20
SALES MARKETING SPECIALIST	6-8, 14, 16, 19, 39	7
TECHNICAL PRODUCER	6, 14, 16, 19, 30, 39	19
TECHNICAL PRODUCER	6, 14, 16, 18-19, 33, 39	14
TECHNICAL PRODUCER	5-6, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	5
Technical Producer	2, 4, 18-20, 23-24, 26, 28-29, 33, 35-39	36

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
TRAFFIC ASSISTANT	6, 10, 12, 14, 16, 18-19, 25, 28-29, 33, 37, 39	10

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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	Agency Referral	N	5
2	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
3	Asian American Journalists Association P.O. Box 117 Windor, California 95492 Phone : 626-792-3846 Url : www.aaja.org/ April Kamaldinova Manual Posting	N	2
4	Broadbean Adcourier 34 Executive Park Suite 150 Irvine, California 92614 Phone : 949-706-8560 Dayna Woolsey Manual Posting	N	0
5	Career Fair	N	4
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
7	Corporate Recruiter	N	1
8	Current Employee	N	3
9	Current Employee - Transfer/Promotion	N	2
10	Employee Referral	N	20
11	Former Employee Referral	N	1
12	Gevers and Associates 355 E. Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Email : rick@rickgevers.com Richard Gevers	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Glassdoor.com 100 Shoreline Hwy Bldg. A Mill Valley, California 94941 Phone : 415-339-6698 Molly McKinstry Manual Posting	N	0
14	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	40
15	Indeed 7501 N. Capital of Texas Highway Austin, Texas 78731 Phone : 203-328-2691 Salvatore Grillo Manual Posting	N	9
16	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	2
17	Internal Candidate	N	8
18	Job Corps Outreach Clackamas County 1130 SW Morrison Portland, Oregon 97205 Phone : 206-343-4148 Email : vahan@nwdesi.org Vahan Bogosian	Y	0
19	KPTV.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6807 Email : jennifer.conaway@kptv.com Jennifer Conaway	N	19

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	KPTV.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6430 Email : teresa.stedman@meredith.com Teresa Stedman	N	2
21	Linked In	N	3
22	Linked In - not directly contacted by SEU	N	2
23	Media Bistro 457 Park Ave. South 4th Floor New York, New York 10016 Phone : 212-547-7893 Rachel LaMariana Manual Posting	N	0
24	Meredith Corporation Web Site 1716 Locust Street Des Moines, Iowa Phone : 515-284-2775 Email : teresa.stedman@meredith.com Maggie Ryan	N	3
25	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
26	National Alliance of State Broadcaster (NASBA) 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Suzanne Strong Manual Posting	N	0
27	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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28	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
29	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
30	Other Source	N	7
31	Portland Community College 705 N Killingsworth Ave Portland, Oregon 97217 Phone : 971-722-5600 Pamela Fischer Manual Posting	N	0
32	Recruiter	N	2
33	Siletz-Confederate Tribes of Ptlld 12790 SE Stark Street Portland, Oregon 97233 Phone : 503-238-1512 Email : tamrar@ctsi.nsn.us Tamra Russel	Y	0
34	Spots.N.Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630x701 Email : ads@spotsndots.com Emily McKay	N	0
35	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-01119 Arleen Fong Manual Posting	N	3
36	Unknown (source not adequately identified upon inquiry by SEU)	N	3

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37	WA State Assoc of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
38	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
39	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:			142

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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	Ongoing Event	Establishment of a mentoring program	News Director, Assistant News Director, and/or Executive Producers lead weekly calls or in-person meetings with high potential front line news employees or Sr. Producers to discuss real-time business needs related to newscasts, ratings, business goals and personnel. Additionally, feedback and guidance or tools for development are discussed and presented. The goal is to provide a path for career development and growth into next level positions.	2	Supervising Producer Executive Producer
2	5/10/2022	Provision of training to management	On 05/10/22 the station's Office Manager attended a training held by Broadcast1Source. It was EEO Admin training to learn more about the FCC/EEO regulations and company the compliance system used.	1	Office Manager
3	5/11/2022	Provision of training to management	On May 11, 2022 KPTV/KPDX Office Manager listened to the recorded FCC's Equal Employment Opportunity Rules Webinar presented by Joan Stewart of Wiley Rein, LLP from 2/17/22.	1	Office Manager
4	8/30/2022	Establishment of training programs for station personnel	Our Human Resources Manager created a training program for new and existing management. The training is held once per year and provides the basics, best practices and company expectations as it relates to management/leadership. Participants walk away with information to help them excel their careers.	8	Assignment Manager Digital Content Manager Executive Producer Anchor
5	9/22/2022	Participation in scholarship programs	Our Stations participate in the WSU Industry Partnership Scholarship Program by donating to the program.	1	General Manager