

**KPDX, KPTV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 28, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title                         | Recruitment Sources ("RS")<br>Used to Fill Vacancy              | RS Referring<br>Hiree |
|-----------------------------------|-----------------------------------------------------------------|-----------------------|
| News Writer/Producer              | 4-5, 15-16, 18-19, 21-22, 29, 32, 35                            | 15                    |
| Assignment Editor                 | 4-5, 13, 15-16, 18-19, 21-22, 30, 37                            | 22                    |
| Executive Producer                | 4-5, 7, 13, 16, 18-19, 21-22, 30                                | 7                     |
| News Photographer                 | 4-5, 9, 11, 13-16, 18-19, 21-22, 24-25,<br>30, 32               | 15                    |
| News Producer                     | 4-5, 7, 9, 11, 13, 16, 18-19, 21-22, 25,<br>27, 30, 32          | 9                     |
| Digital Content Manager           | 4-5, 7, 9, 11, 13, 16, 18-19, 21-22, 24-<br>25, 30, 32          | 7                     |
| Multimedia Producer - Marketing   | 4-5, 7, 12-13, 15-16, 18-19, 21-22, 24-<br>25, 30, 32, 35       | 15                    |
| News Photographer                 | 2-5, 13, 15-16, 18-19, 21-22, 24-25, 30,<br>32                  | 15                    |
| News Photographer                 | 2-5, 13, 15-16, 18-19, 21-22, 24-25, 30,<br>32                  | 15                    |
| Technical Producer (Part-time)    | 4-5, 9, 13, 16, 18-19, 21-22, 24-25, 30,<br>32                  | 19                    |
| News Producer                     | 4-5, 11, 13, 15-16, 18-19, 21-22, 24-26,<br>30, 32, 35, 37      | 22                    |
| Digital Video Producer            | 4-5, 7, 9, 13, 16, 18-22, 24-25, 27-30,<br>32-34, 39            | 7                     |
| News Producer                     | 3-5, 8-9, 13, 16, 18-19, 21-22, 24-25,<br>27, 30, 32-34, 36, 39 | 3                     |
| News Video Editor                 | 4-5, 13, 16, 18-19, 21-27, 30, 32-34,<br>37, 39                 | 37                    |
| News Video Editor                 | 3-5, 13, 16, 18-19, 21-23, 28-30, 32,<br>34, 38-39              | 3                     |
| Account Executive                 | 4-5, 9-10, 13, 16, 18-19, 21-22, 25, 29-<br>30, 32, 39          | 9                     |
| Reporter                          | 4-5, 7, 13, 16, 18-19, 21-22, 25, 30, 32,<br>38-39              | 7                     |
| Local Sales Assistant             | 4-5, 9, 13, 16, 18-23, 26, 28-32, 38-39                         | 26                    |
| Assistant Director of Engineering | 1, 4-5, 13, 15-16, 18-22, 24-25, 29-32,<br>39                   | 15                    |
| Reporter                          | 4-5, 13, 16, 18-19, 21-22, 24-25, 30,<br>32, 37-39              | 32                    |
| Account Executive                 | 4-5, 9, 11, 13, 16, 18-19, 21-26, 29-30,<br>32, 38-39           | 9                     |
| Local Sales Manager               | 4-5, 9-11, 13, 16, 18-19, 21-22, 24-25,<br>30, 32, 38-39        | 9                     |

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| Job Title                | Recruitment Sources ("RS")<br>Used to Fill Vacancy        | RS Referring<br>Hiree |
|--------------------------|-----------------------------------------------------------|-----------------------|
| Reporter                 | 4-5, 7, 11, 13, 16-19, 21-22, 24-25, 30,<br>32, 38-39     | 7                     |
| Social Media Producer    | 4-5, 9, 11, 13, 16, 18-25, 29-30, 32, 38-<br>39           | 9                     |
| News Video Editor        | 4-5, 11, 13, 15-16, 18-19, 21-24, 29-30,<br>32, 34, 38-39 | 19                    |
| Reporter                 | 2-5, 7, 11, 13, 16, 18-19, 21-22, 24-25,<br>30, 32, 38-39 | 2                     |
| Reporter                 | 2-5, 7, 11, 13, 16, 18-19, 21-22, 24-25,<br>30, 32, 38-39 | 7                     |
| News Video Editor        | 4-5, 7, 11, 13, 15-16, 18-19, 21-25, 28,<br>30, 32, 38-39 | 7                     |
| Receptionist - Part-time | 4-5, 9, 13, 15-16, 18-19, 22-23, 29-30,<br>34, 38-39      | 9                     |
| News Writer              | 4-5, 13, 15-16, 18-19, 21-23, 27-28, 30,<br>32, 34, 38    | 15                    |
| Weather Anchor/Reporter  | 4-7, 11, 13, 16, 18-19, 21-22, 24-25,<br>32, 38           | 22                    |
| Technical Producer       | 4-5, 7, 11, 13, 16, 18-19, 21-25, 30, 32,<br>38           | 7                     |
| Broadcast Intern - News  | 4-5, 9, 13, 16, 18-19, 21-24, 27-30, 32-<br>34, 39        | 9                     |
| News Producer            | 4, 13, 15-16, 18-22, 24-26, 30, 32                        | 15                    |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| RS Number | RS Information                                                                                                                                                 | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 1         | Americas Job Exchange<br>200 Minuteman Road<br>Andover, Massachusetts 1810<br>Phone : 866-923-6284<br>Jesse Rivard<br>Manual Posting                           | N                                                 | 0                                                        |
| 2         | Application already on file                                                                                                                                    | N                                                 | 3                                                        |
| 3         | Applied for Previous Posting                                                                                                                                   | N                                                 | 7                                                        |
| 4         | Better Jobs<br>200 N. LaSalle Suite 1100<br>Chicago, Illinois 60601<br>Phone : 773-527-3600<br>Oscar Ibarra<br>Manual Posting                                  | N                                                 | 0                                                        |
| 5         | Broadbean Adcourier<br>34 Executive Park Suite 150<br>Irvine, California 92614<br>Phone : 949-706-8560<br>Dayna Woolsey<br>Manual Posting                      | N                                                 | 0                                                        |
| 6         | Consultant Referral                                                                                                                                            | N                                                 | 1                                                        |
| 7         | Current Employee                                                                                                                                               | N                                                 | 11                                                       |
| 8         | E-mail Inquiry                                                                                                                                                 | N                                                 | 1                                                        |
| 9         | Employee Referral                                                                                                                                              | N                                                 | 19                                                       |
| 10        | Former Employee                                                                                                                                                | N                                                 | 3                                                        |
| 11        | Glassdoor.com<br>100 Shoreline Hwy Bldg. A<br>Mill Valley, California 94941<br>Phone : 415-339-6698<br>Molly McKinstry<br>Manual Posting                       | N                                                 | 1                                                        |
| 12        | GlassDoor.com - not directly contacted by SEU                                                                                                                  | N                                                 | 1                                                        |
| 13        | Goodwill Industries Job Connection<br>51651 SE 2nd Ave.<br>Scappoose, Oregon 97056<br>Phone : 503-906-7357<br>Email : aarmstrong@gicw.org<br>Anthony Armstrong | Y                                                 | 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 |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 14        | Indeed<br>7501 N. Capital of Texas Highway<br>Austin, Texas 78731<br>Phone : 203-328-2691<br>Salvatore Grillo<br>Manual Posting                         | N                                                 | 0                                                        |
| 15        | Indeed.com - Not Directly Contacted by SEU                                                                                                              | N                                                 | 21                                                       |
| 16        | Job Corps Outreach Clackamas County<br>1130 SW Morrison<br>Portland, Oregon 97205<br>Phone : 206-343-4148<br>Email : vahan@nwdesi.org<br>Vahan Bogosian | Y                                                 | 0                                                        |
| 17        | JournalismNext.com<br>219 W. 40th Street<br>New York, New York 10018<br>Phone : 626-792-3846<br>April Kamaldinova<br>Manual Posting                     | N                                                 | 0                                                        |
| 18        | KPDX.com<br>14975 NW Greenbrier Parkway<br>Beaverton, Oregon 97006<br>Phone : 503-548-6430<br>Email : teresa.stedman@meredith.com<br>Teresa Stedman     | N                                                 | 1                                                        |
| 19        | KPTV.com<br>14975 NW Greenbrier Parkway<br>Beaverton, Oregon 97006<br>Phone : 503-548-6430<br>Email : teresa.stedman@meredith.com<br>Teresa Stedman     | N                                                 | 8                                                        |
| 20        | Linked In - not directly contacted by SEU                                                                                                               | N                                                 | 5                                                        |
| 21        | Media Bistro<br>457 Park Ave. South 4th Floor<br>New York, New York 10016<br>Phone : 212-547-7893<br>Rachel LaMariana<br>Manual Posting                 | N                                                 | 0                                                        |

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| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 22               | Meredith Corporation Web Site<br>1716 Locust Street<br>Des Moines, Iowa<br>Phone : 515-284-2775<br>Email : teresa.stedman@meredith.com<br>Maggie Ryan                   | N                                                        | 7                                                               |
| 23               | Mt. Hood Community College<br>26000 S.E. Stark St.<br>Gresham, Oregon 97030<br>Phone : 503-491-7432<br>Email : bhaktirose.dawdy@mhcc.edu<br>Bhaktirose Dawdy            | N                                                        | 0                                                               |
| 24               | National Alliance of State Broadcaster (NASBA)<br>2333 Wisconsin Street NE<br>Albuquerque, New Mexico 87110<br>Phone : 505-881-4444<br>Suzanne Strong<br>Manual Posting | N                                                        | 0                                                               |
| 25               | National Association of Broadcasters<br>1771 N Street NW<br>Washington, District of Columbia 20036<br>Phone : 202-429-5369<br>Email : nab@nab.org<br>Nate Mann          | N                                                        | 0                                                               |
| 26               | Non-Employee Referral                                                                                                                                                   | N                                                        | 5                                                               |
| 27               | Oregon State University<br>8 Kerr Administration Building<br>Corvallis, Oregon 97331<br>Phone : 541-737-0523<br>Cheryl Herring<br>Manual Posting                        | N                                                        | 0                                                               |
| 28               | Portland Community College<br>P.O. Box 19000<br>Portland, Oregon 97223<br>Phone : 971-722-5242<br>Email : rwashing@pcc.edu<br>Becky Washington                          | 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 |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 29        | Portland State University<br>617 SW Montgomery P.O. Box 751<br>Portland, Oregon 97207<br>Phone : 503-725-4613<br>Kris Lucht<br>Manual Posting             | N                                                 | 0                                                        |
| 30        | Siletz-Confederate Tribes of Ptl<br>12790 SE Stark Street<br>Portland, Oregon 97233<br>Phone : 503-238-1512<br>Email : tamrar@ctsi.nsn.us<br>Tamra Russel | Y                                                 | 0                                                        |
| 31        | Society of Broadcast Engineers<br>9247 N. Meridian St. Suite 305<br>Indianapolis, Indiana 46260<br>Phone : 317-846-9000<br>Scott Jones<br>Manual Posting  | N                                                 | 1                                                        |
| 32        | TV Jobs<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-01119<br>Arleen Fong<br>Manual Posting                                         | N                                                 | 5                                                        |
| 33        | University of Oregon<br>220 Hendricks Hall P.O. Box 3247<br>Eugene, Oregon 97403<br>Phone : 541-346-6015<br>Sam Matta<br>Manual Posting                   | N                                                 | 0                                                        |
| 34        | University of Washington<br>1100 NE Campus Way<br>Seattle, Washington 98105<br>Phone : 541-443-2299<br>Alyce Mallett<br>Manual Posting                    | N                                                 | 0                                                        |
| 35        | Unknown (source not adequately identified upon inquiry by SEU)                                                                                            | N                                                 | 4                                                        |

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| RS Number                                      | RS Information                                                                                                                                                                                                       | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 36                                             | WA State Assoc of Broadcasters<br>13500 SW Pacific Hwy. #58-225<br>Portland, Oregon 97223<br>Phone : 541-443-2299<br>Email : wsabjobbank@earthlink.net<br>Keith Shipman                                              | N                                                 | 0                                                        |
| 37                                             | Word of Mouth Referral                                                                                                                                                                                               | N                                                 | 4                                                        |
| 38                                             | Worksource Oregon<br>12901 SW Jenkins Rd. Suite C<br>Beaverton, Oregon 97005<br>Phone : 503-644-1229<br>Url : www.employment.oregon.gov<br>Job Board<br>Manual Posting                                               | N                                                 | 0                                                        |
| 39                                             | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N                                                 | 0                                                        |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                                      |                                                   | <b>108</b>                                               |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                         | <b>Brief Description Of Activity</b>                                                                                                                                                                                                                                                                                                                                | <b>No. of Stations Participants</b> | <b>Participant Title</b>                                                               |
|---|-------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------|
| 1 | 10/1/2017   | Establishment of training programs for station personnel                       | Code of Business Conduct and Ethics Web Base Training Program:<br>10/011/2017-9/30/2017<br>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 harassment and discrimination. | 141                                 |                                                                                        |
| 2 | 10/1/2017   | Establishment of an intern program designed to assist members of the community | Production internship with student of Florida Southwestern State college.                                                                                                                                                                                                                                                                                           | 1                                   | News Operations Manager                                                                |
| 3 | 10/23/2017  | Participation in events or programs sponsored by educational institutions      | Portland Community College Meteorology Class<br>Focus was on broadcasting careers and meteorology.                                                                                                                                                                                                                                                                  | 1                                   | Meteorologist                                                                          |
| 4 | 10/26/2017  | Establishment of training programs for station personnel                       | Drone training as conducted by Meredith's Director of Engineering. Focus was on appropriate and legal use of drones as they pertain to news coverage.                                                                                                                                                                                                               | 5                                   | General Manager<br>Executive News Director<br>News Operations Manager<br>Photographers |
| 5 | 10/30/2017  | Participation in events or programs sponsored by educational institutions      | Portland Community College Public Speaking Class<br>Explained how speaking in public can enhance skills when entering into broadcasting careers                                                                                                                                                                                                                     | 1                                   | Meteorologist                                                                          |
| 6 | 11/1/2017   | Participation in events sponsored by community groups                          | Port of Portland Winter Operations Meeting<br>Outlined media communication strategies regarding severe weather events affecting the Port of Portland using                                                                                                                                                                                                          | 1                                   | Chief Meteorologist                                                                    |
| 7 | 2/20/2018   | Participation in events or programs sponsored by educational institutions      | Portland State University<br><br>Reporter Marja Martinez spoke on Diversity in the Media                                                                                                                                                                                                                                                                            | 1                                   | Reporter                                                                               |



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|    | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                    | <b>Brief Description Of Activity</b>                                                                                                                                                                                                                                                 | <b>No. of Stations Participants</b> | <b>Participant Title</b>                           |
|----|-------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------|
| 8  | 3/14/2018   | Establishment of training programs for station personnel                  | Anti-Harassment Web-based Training conducted by the Human Resource Director for entire staff beginning March 14 through April 26th. Focus was on identifying harassment, tools for reporting and management responsibilities regarding reported harassment.                          | 141                                 | Managers<br>Employees                              |
| 9  | 3/20/2018   | Participation in events sponsored by community groups                     | Winter Weather Recap/Oregon AMS, Beaverton, OR                                                                                                                                                                                                                                       | 1                                   | Chief Meteorologist                                |
| 10 | 4/19/2018   | Participation in other activities designed by the station employment unit | Partnership with Southridge High School for creating a high school journalism track program.                                                                                                                                                                                         | 2                                   | Executive News Director<br>Assistant News Director |
| 11 | 4/26/2018   | Participation in events or programs sponsored by educational institutions | University of Washington Marketing, Media & Communications Jobs and Internship Fair.<br><br>University of Washington, Seattle, WA                                                                                                                                                    | 1                                   | Stedman                                            |
| 12 | 6/6/2018    | Establishment of training programs for station personnel                  | 8 week Supervisory Success workshop led by HR Answers, Tigard, Oregon.<br><br>Workshop series for newly promoted supervisors. Workshop subject included Supervisor's role, Emotional Intelligence & Effective Communication, Managing Conflict, Recruitment, Performance Management. | 2                                   | News Operations Manager<br>Executive Producer      |
| 13 | 6/14/2018   | Participation in Job Fairs                                                | IRE Conference (Investigative Reporters and Editors), June 14-16, 2018, Orlando, Florida.<br><br>Conducted onsite interviews and resume critique sessions.                                                                                                                           | 2                                   | Human Resource Director<br>Executive News Director |
| 14 | 8/2/2018    | Participation in events sponsored by community groups                     | OTT Video & Distribution Summit presented by Broadcasting & Cable, Los Angeles, CA.<br><br>Summit focus was on creation, distribution, legalities, strategies, technologies and business models.                                                                                     | 1                                   | Executive News Director                            |

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|    | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>   | <b>Brief Description Of Activity</b>                                                                                                                                                                                                              | <b>No. of Stations Participants</b> | <b>Participant Title</b>                             |
|----|-------------|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------------------------------------------------|
| 15 | 8/6/2018    | Provision of training to management                      | SBE Leadership Development Seminar, provided by VanTech Training. August 6-9, 2018, Atlanta, GA.<br><br>Topics included Communication, Building Teams, Dealing with Conflict, Generational Issues, Leadership Essentials, Performance Evaluations | 1                                   | Asst. Director of Engineering                        |
| 16 | 8/16/2018   | Establishment of training programs for station personnel | Drone training and licensing as provided by Hillsboro Airport, Hillsboro, OR.<br><br>Focus was on appropriate use of drone and footage obtained for the purposes of commercial production.<br><br>Training held 8/16/2018 and 12/06/2018          | 2                                   | Multimedia Producer-Mktg<br>Multimedia Producer-Mktg |