

KPDX, KPTV
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
Senior Accountant	4-5, 11-12, 14-17, 19-24, 27, 29, 31-33, 37-38	14
Multimedia Producer-Marketing	4-5, 7, 11-17, 20-24, 27, 29, 31-33, 36- 38	14
Assignment Editor	4-5, 9, 11-12, 14-17, 20-21, 23-24, 29, 31, 36-38	36
Video Tape Editor/Photographer	4-5, 7, 9, 11-12, 14-17, 20-21, 23-24, 29, 31, 37-38	17
Weather Anchor/Reporter	1, 4-5, 11-12, 15-18, 20-21, 23-24, 26, 29, 31, 34, 36-38	36
Multimedia Journalist	1, 3, 5, 11-12, 15-18, 20-21, 23-24, 29- 31, 37-38	3
Account Executive	1, 4-5, 9, 12, 15-17, 21, 24, 26, 29, 31, 37-38	9
Assignment Editor	1, 5, 8, 11-12, 14-17, 20-21, 24, 26, 29, 31, 37-38	8
Account Executive	1, 5, 8, 11-12, 15-17, 19-21, 24, 26, 29, 31, 37-38	8
Multimedia Journalist	1, 4-5, 8, 11-12, 14-17, 20-21, 23-24, 26, 29, 31, 33, 37-38	8
News Writer	1, 4-5, 11-12, 15-17, 20-24, 26, 28-29, 31, 36-38	17
News Production Assistant	1, 4-5, 8, 10-12, 15-17, 20-22, 24, 26, 28-29, 31, 37-38	10
News Producer	1, 4-6, 11-12, 15-17, 20-24, 26, 29, 31, 34-35, 37-38	21
News Producer	1, 4-5, 11-12, 15-17, 19-24, 26, 29, 31, 35, 37-38	31
Reporter	1, 4-5, 8, 11-12, 15-17, 20-21, 23-24, 26, 29, 31, 35, 37-38	8
Broadcast Engineer	1, 4-5, 12, 14-17, 19-21, 23-24, 26, 29- 31, 35, 37-38	20
Graphic Artist	1, 4-5, 11-12, 14-17, 19-21, 23-24, 26, 29, 31-32, 35, 37-38	19
Anchor/Reporter	1, 4-5, 7-8, 11-12, 14-17, 20-21, 23-24, 26, 29, 31, 35, 37-38	21
Local Sales Assistant	1-2, 4-5, 8, 11-12, 15-17, 20-26, 29, 31, 35, 37-38	2
Admin Assist/Accounting Clerk	1, 4-5, 11-12, 14-17, 19-26, 29, 31, 35, 37-38	21
Multimedia Producer	1, 4-5, 11-12, 14-17, 20-21, 23-24, 26, 29, 31, 35, 37-38	21

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Admin Assist/Community Outreach Coordinator	1, 4-5, 12, 14-17, 20-24, 26, 29, 31, 35, 37-38	21
News Producer	1, 4-5, 11-12, 14-24, 26, 29, 31, 37-38	17

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

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13	Indeed 7501 N. Capital of Texas Highway Austin, Texas 78731 Phone : 203-328-2691 Salvatore Grillo Manual Posting	N	0
14	Indeed.com - Not Directly Contacted by SEU	N	20
15	Job Corps Outreach Clackamas County 1130 SW Morrison Portland, Oregon 97205 Phone : 206-343-4148 Email : vahan@nwdesi.org Vahan Bogosian	Y	0
16	KPDX.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6430 Email : teresa.stedman@meredith.com Teresa Stedman	N	0
17	KPTV.com 14975 NW Greenbrier Parkway Beaverton, Oregon 97006 Phone : 503-548-6430 Email : teresa.stedman@meredith.com Teresa Stedman	N	9
18	Ladders (The) 55 Water Steet New York, New York 10041 Phone : 888-884-2630 William Taylor Manual Posting	N	0
19	Linked In - not directly contacted by SEU	N	17
20	Media Bistro 457 Park Ave. South 4th Floor New York, New York 10016 Phone : 212-547-7893 Rachel LaMariana Manual Posting	N	2

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21	Meredith Corporation Web Site 1716 Locust Street Des Moines, Iowa Phone : 515-284-2775 Email : teresa.stedman@meredith.com Maggie Ryan	N	11
22	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
23	National Alliance of State Broadcaster (NASBA) 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Suzanne Strong 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	2
26	Oregon Assoc. Of Broadcasters 2420 NE Sandy Blvd. #120 Portland, Oregon 97232 Phone : 503-443-2299 Email : theoab@theoab.org John Tamerlano	N	0
27	Oregon State University 8 Kerr Administration Building Corvallis, Oregon 97331 Phone : 541-737-0523 Cheryl Herring Manual Posting	N	0

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28	Portland Community College P.O. Box 19000 Portland, Oregon 97223 Phone : 971-722-5242 Email : rwashing@pcc.edu Becky Washington	N	0
29	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
30	Society of Broadcast Engineers 9247 N. Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0
31	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-01119 Arleen Fong Manual Posting	N	1
32	University of Oregon 220 Hendricks Hall P.O. Box 3247 Eugene, Oregon 97403 Phone : 541-346-6015 Sam Matta Manual Posting	N	0
33	University of Washington 1100 NE Campus Way Seattle, Washington 98105 Phone : 541-443-2299 Alyce Mallett Manual Posting	N	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	2

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35	WA State Assoc of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
36	Word of Mouth Referral	N	4
37	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
38	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			93

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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	10/1/2018	Establishment of training programs for station personnel	Code of Business Conduct and Ethics Web Base Training Program: 10/01/18-9/30/2019. New and current employees participated in the Code of Business Conduct and Ethics Web Base Training program. This program is reviews business practices and procedures, including an overview of the Equal Employment Opportunity regarding harassment and discrimination.	143	
2	10/1/2018	Establishment of a mentoring program	New hire 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, wirters, producers and photographers. Mentors are anchors, senior reporters, assignment managers, lead photographers.	23	
3	10/1/2018	Establishment of an intern program designed to assist members of the community	News and production internship with student of Florida Southwestern College. 10/01/2018-6/30/2019	1	News Operations Manager