



**OREGON PUBLIC BROADCASTING  
ANNUAL EEO PUBLIC FILE REPORT**

For the period commencing September 22, 2014 and ending September 21, 2015

This report lists all full-time vacancies that were filled during the reporting period for KOAC/Corvallis, KOPB/Eugene, KETP/Enterprise, KHRV/Hood River, KOAB-FM/Bend, KOAC-FM/Astoria, KOAP/Lakeview, KOBK/Baker City, KOBN/Burns, KOGL/Glendon Beach, KOJD/John Day, KOPB-FM/Portland, KOTD/The Dalles, KRBM/Pendleton, KTMK/Tillamook, KTVR-FM/La Grande, KOAC-TV/Corvallis, KOAB-TV/Bend, KTVR-TV/LaGrande, KEPB-TV/ Eugene, KOPB-TV/Portland. Oregon Public Broadcasting also has employees who work at noncommercial educational Station KMHD(FM), Gresham Oregon, under an Operating Agreement with the licensee of that station that took effect as of July 1, 2009, and hires for that station by OPB are also included. Revised on March 23, 2017 to add KTVR-FM, KETP, KHRV, KOAP, KOBK, KOBN, KOJD as stations in the employment unit.

**FULL TIME VACANCIES:** (all full time vacancies are located in Portland, OR unless noted)

Job Title	Total Interviewed for the Position	Recruitment Sources / Total Number Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Multimedia Journalist, EarthFix  9/22/14	7	opb.org (1) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter Local Organizations Craigslist Portland Craigslist Medford/Ashland Craigslist San Francisco/Bay Area Craigslist Seattle Craigslist Los Angeles LinkedIn Groups Oregon State University Network, Talking Radio, Society of Professional Journalists, Online Reporters and Editors, Journalism Jobs TV Radio Social Media PR, Journalists in Transition, Innovation Journalism, Asian American Journalists Association, Success Minded African Americans, pdxMindShare – Portland’s Career Community, OPB Alumni, LinkedIn for Journalists, National Association of Hispanic Journalists, Find a Journalist – Around the World, Media Jobs, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, National Association of Black Journalists, Linfield Career Hub	Public Media Colleague

		<p>Society of Professional Journalists (SPJ) JournalismJobs.com <b>(1)</b> JournalismNow National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications American Society of News Editors Poynter.org JournalismNext.com Online News Association Capitol Press Club National Newspaper Publishers Association South Asian Journalists Association Maynard Institute Investigative Reporters and Editors Society of Environmental Journalists (SEJ) USC Annenberg School for Communications &amp; Journalism UC Berkeley Graduate School of Journalism Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison <b>(1)</b> New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism Current.org LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts)</p>	
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		USC Annenberg School for Communication and Journalism Career Link job postings (OPB employee accounts) Reddit.com PortlandJobs (OPB employee accounts) Reddit.com Oregon (OPB employee accounts) Public Media colleague (1) Institutes for Journalism and Natural Resources (not posted by OPB) (1) Former colleague (1) OPB employee (1)	
Music Director  12/1/14	<b>6</b>	opb.org (2) OPB All Staff email (1) OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter Local Organizations Craigslist Portland LinkedIn Groups Oregon Professionals of Color, Media Jobs, ThoseInMedia, OPB Alumni, Association of Independents in Radio, Broadcast Media Professionals, Public Radio, Broadcast and Radio Professionals, Success Minded African Americans Public Radio Program Directors Center for Asian American Media JournalismNext.com Pacific Islanders in Communications Vision Maker Media (formerly Native American Public Telecommunications) Entertainment Careers Radio World Association of Independents in Radio Current Online Triple A Radio (1) FMQB Latino Public Radio Consortium LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts) Colleagues at NPR, PRI, APM, PRX (by OPB employee) Colleague (2)	<b>Colleague</b>

<p>Programming Operations Coordinator</p> <p>12/1/14</p>	<p>7</p>	<p>opb.org (4)  OPB All Staff email (1)  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn  OPB Twitter  Local Organizations  Craigslis Portland  LinkedIn Groups Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, Media Jobs, OPB Alumni, Success Minded African Americans, Association of Independents in Radio, Broadcast and Radio Professionals, Broadcast Media Professionals, Talking Radio, ThoseInMedia, Oregon Association of Broadcasters, Media Diplomat, Media Professionals Worldwide, Radio Network Planning and Optimization, Broadcast and Broadcast Technology Recruitment  Mosaic Metier  Public Radio Program Directors  Center for Asian American Media  Pacific Islanders in Communications  Native American Public Telecommunications  Entertainment Careers  Radio World  Association of Independents in Radio  JournalismNext  Current.org (1)  Latino Public Radio Consortium  Leaflet handed out at NAJA and NABJ journalism conferences  Emailed to NPR's Vice President of Diversity in News and Operations  Traffic Directors Guild of America (TDGA)  NPR, PRI, APM, PRX (by OPB employee)  USC Annenberg School for Communications &amp; Journalism  UC, Berkeley, Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  The Journalism School at Columbia University</p>	<p><b>Public Media Colleague</b></p>
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		<p>Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication  U of O  U of O School of Journalism aka Turnbull Center  Twitter (OPB employee accounts)  LinkedIn (OPB employee accounts)  Public Media colleague(1)</p>	
<p>Bend Bureau Reporter/Producer</p> <p>1/1/15</p>	<p><b>5</b></p>	<p>opb.org  OPB All Staff email (1)  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs (2)  Local Organizations  Craigslis Portland  Craigslis Bend  Mosaic Metier  Emailed to NPR's Vice President of Diversity in News and Operations  LinkedIn Groups LinkedIn for Journalists, Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, Media Jobs, National Association of Hispanic Journalists, OPB Alumni, Success Minded African Americans, NABJ, AAJA, Association of Independents in Radio, Broadcast and Radio Professionals, Broadcast Media Professionals, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalists in Transition, Native American Journalists Association, UNITY: Journalists for Diversity, Talking Radio, Society of Professional Journalists, ThoseInMedia, Online Reporters and Editors  Journalismjobs.com  JournalismNow  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org</p>	<p><b>OPB All Staff email</b></p>

		<p>JournalismNext.com  Online News Association  Capital Press Club  National Newspaper Publishers Association  South Asian Journalists Association  Maynard Institute  USC Annenberg School for Communications &amp; Journalism  UC, Berkeley, Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  The Journalism School at Columbia University  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication  U of O  U of O School of Journalism  LinkedIn (OPB employee accounts) Facebook (OPB employee accounts)  Twitter (OPB employee accounts)  College instructor at Berkley (1)  Public Media colleague (1)</p>	
<p>All Things Considered  Host/Announcer   1/15/15</p>	<p><b>7</b></p>	<p>opb.org (2)  OPB All Staff email (2)  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn  OPB Twitter (1)  Local Organizations  Craigslist Portland  LinkedIn Groups LinkedIn for Journalists, Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, Media Jobs, National Association of Hispanic Journalists, OPB Alumni, Success Minded African Americans, NABJ, AAJA, Association of Independents in Radio, Broadcast and Radio Professionals, Broadcast Media Professionals, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public</p>	<p><b>OPB's Recruiter</b></p>

Relations JournalismJob.com, Journalists in Transition, Native American Journalists Association, UNITY: Journalists for Diversity, Talking Radio, Society of Professional Journalists, ThoseInMedia, Online Reporters and Editors, Oregon Association of Broadcasters, Media Diplomat, Media & Entertainment Professionals  
**Mosaic Metier**  
 Public Radio Program Directors  
 Center for Asian American Media  
 Pacific Islanders in Communications  
 Native American Public Telecommunications  
 Entertainment Careers  
 Radio World  
 Association of Independents in Radio  
 JournalismNext  
 Current.org **(1)**  
 Latino Public Radio Consortium  
 Leaflet handed out at NAJA and NABJ journalism conferences  
 Emailed to NPR's Vice President of Diversity in News and Operations  
 NPR, PRI, APM, PRX (by OPB employee)  
 USC Annenberg School for Communications & Journalism  
 UC, Berkeley, Graduate School of Journalism  
 Knight Digital Media Center (UC Berkeley)  
 Knight Digital Media Center (USC Annenberg)  
 Indiana University School of Journalism  
 Bennett College  
 The Journalism School at Columbia University  
 Medill Northwestern University  
 Emerson College  
 University of Wisconsin-Madison  
 New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication  
 U of O  
 U of O School of Journalism aka Turnbull Center  
 LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Google+ (OPB employee accounts)  
 Twitter (OPB employee accounts)

		<p>PDXradio.com (OPB employee accounts)  Reddit Portland (OPB employee accounts)  OPB's Recruiter (1)</p>	
<p>Producer, State of Wonder</p> <p>1/20/15</p>	<p>8</p>	<p>opb.org (3)  OPB All Staff email (1)  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs  OAB Twitter (OPB employee accounts)  Local Organizations  Craigslist Portland  Mosaic Metier  LinkedIn Groups OPB Alumni, UNITY: Journalists for Diversity, Talking Radio, ThoseInMedia, Society of Professional Journalists, Online Reporters and Editors, Native American Journalists Association, Journalists in Transition, Broadcast Media Professionals, Broadcast and Radio Professionals, Association of Independents in Radio, Success minded African Americans, Asian American Journalists Association, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, LinkedIn for Journalists, NABJ Digital Group  Journalismjobs.com  JournalismNow  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  JournalismNext.com  Capital Press Club  National Newspaper Publishers Association  South Asian Journalists Association  Maynard Institute  Association for Independents in Radio (OPB employee account) (1)  Current  CPB Jobline  Public Radio News Directors Inc. (PRNDI)</p>	<p><b>OPB Employee</b></p>



		<p>Public Radio Program Directors (PRPD)  USC Annenberg School for Communications &amp; Journalism  UC, Berkeley, Graduate School of Journalism (1)  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  The Journalism School at Columbia University  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School  of Journalism and Mass Communication  U of O  U of O School of Journalism aka Turnbull Center  CUNY (City University of New York)  LinkedIn (OPB employee accounts) Twitter (OPB employee  accounts) Google+ (OPB employee accounts)  PDX Radio (OPB employee accounts)  NPR Facebook page (OPB employee accounts) (1)  OPB Employee (1)</p>	
<p>VP, Engineering   1/26/15</p>	<p><b>10</b></p>	<p>opb.org (1)  OPB All Staff email (1)  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn (1)  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations  Craigslist Portland  Mac’s List  LinkedIn Groups Oregon Association of Broadcasters, ThoseInMedia,  Engineering Science Manufacturing Jobs, Broadcast Engineering, Broadcast  Media Professionals, Broadcast and Radio Professionals, Television Broadcast  Technologies, Success Minded African Americans, RF Job/Engineers, Radio  Network Planning and Optimization, Broadcast and Broadcast Technology  Recruitment, Public Radio, Oregon Professionals of Color, Media Jobs, OPB  Alumni  CPB Jobline  MyPBS (previously PBS Connect)</p>	<p><b>OPB’s Engineering  Consultant</b></p>

		<p> Latino Public Broadcasting  Black Public Media (AKA Nat'l Black Programming Consortium)  Vision Maker Media (previously Native American Public Telecommunications)  Native Public Media  Pacific Islanders in Communications  National Hispanic Media Coalition  Oregon Association of Broadcasters  Nat'l Assn of Broadcasters  National Society of Black Engineers  Broadcast Engineering (is now combined with TV Technology)  TV Technology (is now combined with Broadcast Engineering)  Society of Broadcast Engineers (National) <b>(2)</b>  Oregon Media Production Association  Radioworld.com  Entertainmentcareers.com  Broadcasting and Cable  American Indian Science &amp; Engineering Society  National Action Council for Minorities in Engineering  National Organization of Gay and Lesbian Scientists and Technical Professionals  The National GEM Consortium  Society of Hispanic Professional Engineers  Society of Women Engineers  Women in Engineering ProActive Network  Women in Technology International (WITI)  Society of Motion Picture and Television Engineers  SBE Chapter 76 - Eugene  SBE Chapter 124 - North Oregon  SBE Chapter 141 - Medford  Washington Post  New York Times  Twitter (OPB employee accounts)  Google+ (OPB employee accounts) </p>	
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		<p>LinkedIn (OPB employee accounts)  OPB's Recruiter emailed multiple engineering industry-specific individuals via LinkedIn  OPB's Engineering Consultant <b>(3)</b>  OPB's Recruiter <b>(1)</b>  Simply Hired (not posted by OPB) <b>(1)</b></p>	
<p>Member Experience Manager</p> <p>1/27/15</p>	<p><b>7</b></p>	<p>opb.org  OPB All Staff email  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs #fundraising #nonprofit #callcenter  Local Organizations  Craigslis Portland  Mosaic Metier  Mac's List <b>(3)</b>  LinkedIn Groups WVDO, Nonprofit Leadership Think Tank, Non Profit Network, Non Profit &amp; Philanthropy Jobs, Success Minded African Americans, pdxMindShare - Portland's Career Community, OPB Alumni, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color  CNRG  Idealist <b>(1)</b>  Nonprofit Association of Oregon  INPM Institute for Non Profit Management  Young Nonprofit Professionals Association (Portland)  WVDO posting and E-blast <b>(3)</b>  AFP National Chapter  NDOA Northwest Development Officers Association  PRADO, PBS Pledge Chat, PBS Membership Chat (OPB employee accounts)  Greater Public  PSU  OSU  WOU  University of Portland  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Reddit (OPB employee accounts)</p>	<p><b>Mac's List</b></p>

<p>Assignment Editor</p> <p>1/30/15</p>	<p><b>6</b></p>	<p>opb.org (2)  OPB All Staff email  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn (1)  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations  Craigslis Portland  Mosaic Metier  Emailed to NPR’s Vice President of Diversity in News and Operations  LinkedIn Groups LinkedIn for Journalists, Oregon Professionals of Color, Public Radio, OPB Alumni, Success Minded African Americans, NABJ, AAJA, Association of Independents in Radio, Broadcast and Radio Professionals, Broadcast Media Professionals, Innovation Journalism, Journalism Jobs TV  Radio Social Media PR Journalist Communication Public Relations  JournalismJob.com, Journalists in Transition, Native American Journalists Association, UNITY: Journalists for Diversity, Talking Radio, Society of Professional Journalists, Online Reporters and Editors  Society of Professional Journalists  Journalismjobs.com (2)  JournalismNow  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  JournalismNext.com  Online News Association  Capital Press Club  National Newspaper Publishers Association  South Asian Journalists Association  Maynard Institute  Current  CPB Jobline  Public Radio News Directors Inc. (PRNDI)  USC Annenberg School for Communications &amp; Journalism  UC, Berkeley, Graduate School of Journalism</p>	<p><b>Indeed.com</b></p>
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		<p>           Knight Digital Media Center (UC Berkeley)            Knight Digital Media Center (USC Annenberg)            Indiana University School of Journalism            Bennett College            The Journalism School at Columbia University            Medill Northwestern University            Emerson College            University of Wisconsin-Madison            New Media Innovation Lab at ASU Walter Cronkite School            of Journalism and Mass Communication            U of O            U of O School of Journalism aka Turnbull Center            Twitter (OPB employee accounts)            Facebook (OPB employee accounts)            Google+ (OPB employee accounts)            LinkedIn (OPB employee accounts)            AIR (OPB employee accounts)            Public Media Journalists Facebook page (OPB employee            accounts)            Indeed.com (not posted by OPB) <b>(1)</b> </p>	
<p>           Executive Producer, Think            Out Loud             1/30/15         </p>	<p><b>8</b></p>	<p>           opb.org            OPB All Staff email <b>(1)</b>            OPB Staff Lounge – hard copy of announcement            OPB LinkedIn            OPB Twitter #mediadiversity #pubjobs #nprjobs <b>(1)</b>            Local Organizations            Craigslist Portland            Mosaic Metier            LinkedIn Groups UNITY: Journalists for Diversity, Society of Professional            Journalists, ThoseInMedia, Talking Radio, Online Reporters and Editors,            Journalists in Transition, Journalism Jobs TV Radio Social Media PR Journalist            Communication Public Relations JournalismJob.com, Innovation Journalism,            Broadcast Media Professionals, Broadcast and Radio Professionals, Association            of Independents in Radio, Asian American Journalists Association, Success            Minded African Americans, OPB Alumni, Public Broadcasting Service Alumni,            Public Radio, Oregon Professionals of Color, LinkedIn for Journalists            Journalismjobs.com <b>(1)</b>            JournalismNow            National Association of Hispanic Journalists         </p>	<p><b>CPB Jobline</b></p>

		<p>Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org JournalismNext.com Online News Association Capital Press Club National Newspaper Publishers Association South Asian Journalists Association Maynard Institute Current.org <b>(1)</b> CPB Jobline <b>(1)</b> Public Radio News Directors Inc. (PRNDI) USC Annenberg School for Communications &amp; Journalism UC, Berkeley, Graduate School of Journalism <b>(1)</b> Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism aka Turnbull Center PDX Radio (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Google+ (OPB employee accounts) Think Out Loud's Facebook page AIR (OPB employee accounts) <b>(2)</b> Public Media Journalists Facebook page (OPB employee posted)</p>	
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<p>Joint Project Manager</p> <p>2/24/15</p>	<p>4</p>	<p>opb.org (2)  OPB All Staff email  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs (1)  Local Organizations  Craigslis Portland  Mosaic Metier  LinkedIn Groups UNITY: Journalists for Diversity, ThoseInMedia, Society of Professional Journalists, Oregon Association of Broadcasters, Online Reporters and Editors, Journalists in Transition, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Success Minded African Americans, pdxMindShare - Portland's Career Community, OPB Alumni, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, LinkedIn for Journalists, Broadcast Media Professionals, Broadcast and Radio Professionals, Society of Professional Journalists  SPJ  Journalismjobs.com  JournalismNow  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  JournalismNext.com  Online News Association  Capital Press Club  National Newspaper Publishers Association  South Asian Journalists Association  Maynard Institute  Investigative Reporters and Editors (IRE)  Current  CPB Jobline  PBS Connect  USC Annenberg School for Communications &amp; Journalism  UC, Berkeley, Graduate School of Journalism</p>	<p>opb.org</p>
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		<p>           Knight Digital Media Center (UC Berkeley)            Knight Digital Media Center (USC Annenberg)            Indiana University School of Journalism            Bennett College            The Journalism School at Columbia University            Medill Northwestern University            Emerson College            University of Wisconsin-Madison            New Media Innovation Lab at ASU Walter Cronkite School            of Journalism and Mass Communication            U of O            U of O School of Journalism aka Turnbull Center            CUNY (City University of New York)            LinkedIn (OPB employee accounts)            Twitter (OPB employee accounts)            opbmusic group            Earthfix partner stations and organizations            Colleague (1)         </p>	
<p>           Receptionist/Administrative            Services Assistant             4/13/15         </p>	<p><b>10</b></p>	<p>           opb.org (1)            OPB All Staff email            OPB Staff Lounge – hard copy of announcement            OPB LinkedIn            OPB Twitter #mediadiversity #pubjobs #nprjobs            Local Organizations            Craigslist Portland            Mosaic Metier            LinkedIn Groups OPB Alumni            Mac's List (2)            CNRG            Idealist (1)            Nonprofit Association of Oregon            INPM            Young Nonprofit Professionals Association (Portland)            WVDO            PSU (1)            PCC            MHCC         </p>	<p><b>opb.org</b></p>



		<p>Clark College Vancouver          WSU Vancouver          LinkedIn (OPB employee accounts) Facebook (OPB employee accounts)          Twitter (OPB employee accounts)          Colleague (1)          OPB employee (1)          Indeed.com (not posted by OPB) (3)</p>	
<p>Associate Director of On-Air Fundraising</p> <p>4/20/15</p>	<p>2</p>	<p>opb.org          OPB All Staff email          OPB Staff Lounge – hard copy of announcement          OPB LinkedIn (1)          OPB Twitter #mediadiversity #pubjobs #nprjobs #fundraising          Local Organizations          Craigslist Portland          Mosaic Metier          LinkedIn Groups Public Radio, Willamette Valley Development Officers (WVDO), Public Broadcasting Service Alumni, OPB Alumni, Talking Radio, Oregon Professionals of Color, Success Minded African Americans, NABJ Digital Group          Mac's List          CNRG          Idealist          Nonprofit Association of Oregon          INPM          CPB Jobline          Greater Public          PRPD          Latino Public Radio Consortium          NPR, PRI, APM &amp; PRX (by OPB employee)          WVDO &amp; WVDO eblast          AFP Oregon &amp; SW Washington          AFP Washington          AFP Golden Gate          WSU          LinkedIn (OPB employee accounts)          Facebook (OPB employee accounts)          Twitter (OPB employee accounts)</p>	<p><b>OPB Employee</b></p>

		<p>Google+ (OPB employee accounts)  OPB Employee (1)</p>	
<p>Director of Digital Strategy &amp; Community Engagement</p> <p>4/27/15</p>	<p>6</p>	<p>opb.org (3)  OPB All Staff email  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs (1)  Local Organizations  Craigslist Portland  Mosaic Metier  LinkedIn Groups UNITY: Journalists for Diversity; Digital Marketing: Social Media, Search, Mobile &amp; more; Online reporters and editors; Society of Professional Journalists; Talking Radio; ThoseInMedia; LinkedIn for Journalists; Oregon Professionals of Color; Media Professionals Worldwide; Public Radio; Public Broadcasting Service Alumni; Media Jobs; OPB Alumni; pdxMindShare - Portland's Career Community; PRWeek US; Public Relations Professionals; Social Media Marketing; Success Minded African Americans; Broadcast Media Professionals; Journalists in Transition; Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com; Innovation Journalism; Media Diplomat; Non Profit &amp; Philanthropy Jobs  Journalismjobs.com (1)  Society of Professional Journalists (SPJ)  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  JournalismNext.com  Online News Association  Capital Press Club  National Newspaper Publishers  South Asian Journalists Association  Maynard Institute  CPB Jobline  Radio Television Digital News Association (RTDNA)  USC Annenberg School for Communications &amp; Journalism  UC, Berkeley, Graduate School of Journalism</p>	<p>opb.org</p>

		<p>           Knight Digital Media Center (UC Berkeley)            Knight Digital Media Center (USC Annenberg)            Indiana University School of Journalism            Bennett College            The Journalism School at Columbia University            Medill Northwestern University            Emerson College            University of Wisconsin-Madison            New Media Innovation Lab at ASU Walter Cronkite School            of Journalism and Mass Communication            U of O            U of O School of Journalism aka Turnbull Center            CUNY (City University of New York aka CCNY)            National Educational Telecommunications Association (OPB            employee accounts)            LinkedIn (OPB employee accounts)            Twitter (OPB employee accounts)            Google+ (OPB employee accounts)            NABJ Digital            OPB Employee (1)         </p>	
<p>           Member Center            Representative             5/8/15         </p>	<p><b>7</b></p>	<p>           opb.org (1)            OPB All Staff email (1)            OPB Staff Lounge – hard copy of announcement            OPB LinkedIn            OPB Twitter #mediadiversity #pubjobs #nprjobs            Local Organizations            Craigslist Portland (1)            Mosaic Metier            LinkedIn Groups Oregon Professionals of Color, Success Minded African            Americans, OPB Alumni            Nonprofit Association of Oregon            Mac's List (1)            CNRG            Idealist (1)            INPM            Young Nonprofit Professionals Association (Portland)            WVDO         </p>	<p><b>Craigslist</b></p>

		PSU PCC MCHH Clark College Vancouver WSU Vancouver LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (not posted by OPB) <b>(1)</b> OPB's Recruiter <b>(1)</b>	
AM Digital Producer  6/22/15	<b>6</b>	opb.org <b>(2)</b> OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland Mac's List <b>(1)</b> Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups OPB Alumni, LinkedIn for Journalists, Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, ThoseInMedia, Society of Professional Journalists, Online reporters and editors, Innovation Journalism, Asian American Journalists Association (AAJA), Success Minded African Americans, National Association of Black Journalists (NABJ) Journalismjobs.com <b>(2)</b> Society of Professional Journalists (SPJ) National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org JournalismNext.com Online News Association National Newspaper Publishers Association South Asian Journalists Association CPB Jobline	<b>Mac's List</b>

		<p>PRPD  USC Annenberg School for Communications &amp; Journalism  UC, Berkeley, Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  The Journalism School at Columbia University  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication  U of O  U of O School of Journalism aka Turnbull Center  CUNY (City University of New York aka CCNY)  Facebook (OPB employee accounts)  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Google+ (OPB employee accounts)  College professor at Berkley <b>(1)</b></p>	
<p>Product Owner  6/22/15</p>	<b>5</b>	<p>opb.org  OPB All Staff email  OPB Staff Lounge – hard copy of announcement  OPB LinkedIn <b>(1)</b>  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations  Craigslis Portland  Mosaic Metier  LinkedIn Groups OPB Alumni, NABJ  Mac's List  CNRG  Idealist <b>(1)</b>  Nonprofit Association of Oregon  Young Nonprofit Professionals Association (Portland)  WVDO  TAO</p>	<b>LinkedIn</b>

		Stack Overflow PSU OSU WOU OIT opbmusic DJ Mailing Group LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (we did not post there) <b>(3)</b>	
PM Digital Producer  7/1/15	<b>4</b>	opb.org <b>(1)</b> OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslis Portland Mac's List <b>(1)</b> Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups OPB Alumni, UNITY: Journalists for Diversity, ThoseInMedia, Oregon Professionals of Color, Success Minded African Americans, Public Radio, Public Broadcasting Service Alumni, NABJ Digital Group, Journalists in Transition, Innovation Journalism Journalismjobs.com <b>(1)</b> Society of Professional Journalists (SPJ) National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org JournalismNext.com Online News Association National Newspaper Publishers Association South Asian Journalists Association CPB Jobline NPR, PRI, APM, PRX (by OPB employee)	<b>opb.org</b>

		USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism aka Turnbull Center CUNY (City University of New York aka CCNY) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Google+ (OPB employee accounts) College professor at Berkley <b>(1)</b>	
Marketing Coordinator  7/20/15	<b>7</b>	opb.org <b>(1)</b> OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland Mosaic Metier LinkedIn Groups WVDO, Oregon Professionals of Color, Success Minded African Americans, OPB Alumni, Public Radio, Public Broadcasting Service Alumni, ThoseInMedia, Social Media Marketing, Society of Professional Journalists, Non Profit & Philanthropy Jobs, Non Profit Network, Public Relations Professionals Mac's List <b>(2)</b> CNRG <b>(1)</b> Idealist Nonprofit Association of Oregon INPM's Listserv	<b>CNRG</b>

		Young Nonprofit Professionals Association (Portland) WVDO PSU PCC MHCC Clark College Vancouver WSU Vancouver OPB employee LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (not posted by OPB) <b>(3)</b>	
Mail Clerk/Receptionist  8/3/15	<b>5</b>	opb.org <b>(1)</b> OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland <b>(1)</b> Mosaic Metier LinkedIn Groups OPB Alumni, Non Profit Network, Non Profit Philanthropy Jobs, Oregon Professionals of Color, Success Minded African Americans Mac's List <b>(2)</b> IFMA (International Facilities Management Association - Oregon & SW Washington Chapter) CNRG Nonprofit Association of Oregon INPM Young Nonprofit Professionals Association (Portland) PSU PCC MHCC Clark College Vancouver WSU Vancouver LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts) Job.com (not posted by OPB) <b>(1)</b>	<b>Mac's List</b>



<p>Accounting Director</p> <p>9/14/15</p>	<p><b>6</b></p>	<p>opb.org <b>(1)</b>  OPB All Staff email  OPB Staff Lounge – post hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations  Craigslis Portland  Mosaic Metier  LinkedIn Groups OPB Alumni, Success Minded African Americans, Non Profit Network, ADP Workforce Now - Users and ADP Associates, American Payroll Association, Global Payroll Association, HR and Payroll Application Knowledge Exchange, HR.Com Payroll, Payroll Consultants Network, Payroll Professionals  Mac's List <b>(2)</b>  CNRG  Idealist <b>(2)</b>  Nonprofit Association of Oregon  INPM  Young Nonprofit Professionals Association  PSU  OSU  WOU  EOU  University of Portland  Accounting.com  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Indeed (not posted by OPB) <b>(1)</b></p>	<p><b>Idealist</b></p>
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## **LOCAL AFFIRMATIVE ACTION:**

Affiliated Tribes of Northwest  
Indians  
Regional Office 1827 NE 44th  
Ave.,  
#130  
Portland, Oregon 97213-1443  
Phone: (503) 249-5770  
<http://www.atntribes.org>

Asian American Journalists  
Association – Portland Chapter  
<http://www.aaaja.wordpress.com>

Asian Health and Services Center  
Christine Lau  
3430 SE Powell Blvd  
Portland, OR 97202  
[info@ahscpdx.org](mailto:info@ahscpdx.org)  
Phone: (503)872-8822

Dept. of Human Services Self  
Sufficiency Section  
10305 East Burnside Street  
Portland, Oregon 97216  
503-988-6400  
<http://www.portlandonline.com/gatewaycenter/index.cfm?a=304525&c=52860>

Goodwill Job Connection  
Maggie Mashia  
[mmashia@gicw.org](mailto:mmashia@gicw.org)

Hispanic Metropolitan Chamber  
of Commerce  
333 SW 5th Avenue, Suite 100  
Portland, OR 97204  
503.222.0280  
<http://www.hmccoregon.com>

Klamath Tribal Health  
Laurel Robinson  
3949 S. Sixth Street  
Klamath Falls, OR 97603-4746  
[larobinson@klm.portland.ihs.gov](mailto:larobinson@klm.portland.ihs.gov)  
541-882-1487

Klamath Tribes Newsletter  
Attn: Sally Brandt  
P.O. Box 436  
Chiloquin, OR 97624  
[brandt.sally@klamathtribes.com](mailto:brandt.sally@klamathtribes.com)

Mosaic Metier  
(360) 747-7068  
[info@mosaicblueprint.com](mailto:info@mosaicblueprint.com)  
<http://www.mosaicmetier.com/>

Oregon Advocacy Commission  
Office (OACO)  
3218 Pringle Rd. SE Suite 270  
Salem, OR 97302  
[oaco.mail@das.state.or.us](mailto:oaco.mail@das.state.or.us)

Oregon Commission on Black  
Affairs  
Nancy Kramer, Executive  
Assistant  
[oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov)  
Phone (503) 302-9725

Urban League of Portland  
10 N. Russell St.  
Portland, OR 97227  
Phone: (503) 280-2600  
[uljobs@ulpdx.org](mailto:uljobs@ulpdx.org)

Rehabilitation Consultants  
22287 SW Dewey Drive  
Sherwood, OR 97140-8256  
503-997-5309  
<http://www.paulsee.com>

TVW Inc.  
6615 SE Alexander Street  
Hillsboro, Oregon 97123-8589  
503-649-8571  
[ctheeler@tvwinc.org](mailto:ctheeler@tvwinc.org)  
<http://tv-workshop.com/>

Urban League of Portland  
10 N. Russell, Portland, OR  
97227  
(503) 280-2600  
[uljobs@ulpdx.org](mailto:uljobs@ulpdx.org)  
<http://ulpdx.org/>

## **NATIONAL AFFIRMATIVE ACTION:**

American Indian Science & Engineering Society  
(AISES)  
2305 Renard SE, Suite 200  
Albuquerque, NM 87106  
<http://www.aises.org>

Asian American Journalists Association  
1182 Market Street, Suite 320  
San Francisco, CA 94102  
[post@aaja.org](mailto:post@aaja.org)

Black Public Media  
68 East 131<sup>st</sup> Street, 7<sup>th</sup> Floor  
Harlem, NY 10037  
<http://www.blackpublicmedia.org>

Center for Asian American Media (CAAM)  
145 Ninth Street, Suite 350  
San Francisco, CA 94103-2641  
415-863-0814  
<http://www.caamedia.org>

Corporation for Public Broadcasting  
401 Ninth Street, NW  
Washington, DC 20004  
<http://www.cpb.org/jobline>

JournalismNext  
104 Shooters Ct.  
Alexandria, Virginia 22314-4649  
[info@journalismnext.com](mailto:info@journalismnext.com)  
<http://www.journalismnext.com>

Latino Public Broadcasting  
2550 N. Hollywood Way, Suite 301  
Burbank, CA 91505  
818-847-9656  
<http://www.lpbp.org>

Latino Public Radio Consortium  
P. O. Box 8862  
Denver, Co, 80201-8862  
303-877-4251  
<http://www.latinopublicradioconsortium.org>

National Action Council for Minorities in  
Engineering (NACME)  
440 Hamilton Ave., Ste. 302  
White Plains, NY 10601-1813  
914-539-4010  
<http://www.nacme.org>

National Association of Black Journalists  
3100 Taliaferro Hall  
University of Maryland  
College Park, MD 20742-7717  
<http://www.nabj.org>

National Association of Broadcasters (NAB)  
1771 "N" Street, NW  
Washington, DC 20036  
<http://www.nab.org>

National Association of Gay and Lesbian  
Scientists and Technical Professionals  
(NOGLSTP)  
P.O. Box 91803  
Pasadena CA 91109  
626-791-7689  
<http://www.noglstp.org>

National Association of Hispanic Journalists  
Job Bank  
1000 National Press Building  
Washington, DC 20045  
<http://www.nahj12.com>

National Black Programming Consortium (AKA  
Black Public Media)  
<http://www.blackpublicmedia.org>

National Hispanic Media Coalition (NHMC)  
[info@nhmc.org](mailto:info@nhmc.org)  
<http://www.nhmc.org>

Native American Journalists Association  
University of S. Dakota  
414 E. Clark St.  
Vermillion, SD 57069  
<http://www.naja.com>

Native American Public Communications  
1800 N. 33<sup>rd</sup> Street  
Lincoln, NE 68503  
[native@unl.edu](mailto:native@unl.edu)  
<http://www.nativetelecom.org>

Native Public Media  
PO Box 3955  
Flagstaff, AZ 86003  
[info@nativepublicmedia.org](mailto:info@nativepublicmedia.org)  
<http://www.nativepublicmedia.org>

Pacific Islanders in Communications  
1221 Kapiolani Blvd. Suite 6A-4  
Honolulu, HI 96814  
808-591-0059  
<http://www.piccom.org>

Society of Broadcast Engineers (SBE)  
<http://www.sbe.org>

Society of Hispanic Professional Engineers  
323-725-3970  
<http://national.shpe.org/>

Society of Women Engineers  
<http://societyofwomenengineers.swe.org/>

South Asia Journalists Association  
[sajajobs@gmail.com](mailto:sajajobs@gmail.com)  
<http://www.saja.org>

VisionMaker Media  
1800 N 33rd St  
Lincoln, NE 68503  
<http://www.visionmakermedia.org/>

Women in Engineering ProActive Network  
1901 E. Asbury Street  
Suite 220  
Denver, Colorado 80210  
303.871.4642  
<http://www.wepan.org/>

Women in Technology International (WITI)  
Olympic Plaza  
11500 Olympic Blvd., Suite 400  
Los Angeles, CA 90064  
(818) 788-9484  
<http://www.witi>

## **RESOURCE AGENCIES**

On our website ([www.opb.org/insideopb/careers/jobs](http://www.opb.org/insideopb/careers/jobs)), we provide an opportunity for organizations to be added to our job opening mailing list. Those that have requested this notification are marked with the symbol \* and have been notified of all openings since they made the request.

<b>Resource</b>	<b>Contact</b>	<b>Contact Information</b>
Accounting.com		<a href="http://www.accounting.com/">http://www.accounting.com/</a>
* Affiliated Tribes of Northwest Indians	Charlie	<a href="mailto:atni@atntribes.org">atni@atntribes.org</a>
American Indian Science & Engineering Society (AISES)		<a href="http://www.aises.org">http://www.aises.org</a>
American Payroll Association (Portland Metro Chapter)		<a href="http://www.apaportland.org/">http://www.apaportland.org/</a>
American Society of News Editors		<a href="http://www.asne.org">http://www.asne.org</a>
Asian American Journalists Association		<a href="http://www.aaaja.org">http://www.aaaja.org</a>
Asian American Journalists Association – Portland Chapter		<a href="http://www.aaaja.wordpress.com">http://www.aaaja.wordpress.com</a>
* Asian Health and Services Center	Christine Lau	<a href="mailto:info@ahscpx.org">info@ahscpx.org</a> 3430 SE Powell, Portland, OR 97202
Association of Fundraising Professionals (AFP) Golden Gate		<a href="http://afpgoldengate.afpnet.org/">http://afpgoldengate.afpnet.org/</a>
Association of Fundraising Professionals (AFP) Oregon and SW Washington Chapter		<a href="http://www.afporegon.afpnet.org">http://www.afporegon.afpnet.org</a>
Association of Fundraising Professionals (AFP) Washington		<a href="http://www.afp washington.org/">http://www.afp washington.org/</a>
Association of Independents in Radio (AIR)		<a href="http://www.media.org">http://www.media.org</a>
Bend Bulletin		<a href="http://www.bendbulletin.com/classifieds/#link:6407942">http://www.bendbulletin.com/classifieds/#link:6407942</a>
Bennett College	Ebony Kendrick	<a href="http://www.bennett.edu">http://www.bennett.edu</a>
Black Public Media /National Black Programming Consortium	Christian	<a href="http://www.blackpublicmedia.org">http://www.blackpublicmedia.org</a>
Broadcast and Cable Magazine		<a href="http://www.broadcastingcable.com/">http://www.broadcastingcable.com/</a>
Broadcastengineering.com		<a href="http://www.tvtechnology.com/index">http://www.tvtechnology.com/index</a>
Capital Press Club		<a href="http://www.capitalpressclub.org">http://www.capitalpressclub.org</a>
Careers 2.0 by stackoverflow		<a href="http://careers.stackoverflow.com/jobs">http://careers.stackoverflow.com/jobs</a>
Center for Asian American Media		<a href="http://www.caamedia.org">http://www.caamedia.org</a>

City University of New York, CUNY and/or CCNY		<a href="http://www.journalism.cuny.edu/career-services/career-services-for-students/">http://www.journalism.cuny.edu/career-services/career-services-for-students/</a>
Columbia Journalism School		<a href="http://www.journalism.columbia.edu/careers/JobPostings">http://www.journalism.columbia.edu/careers/JobPostings</a>
Community Nonprofit Resource Group (CNRG)		<a href="http://www.cnrg-portland.org">http://www.cnrg-portland.org</a>
Corporation for Public Broadcasting (CPB) jobline		401 Ninth Street, NW, Washington DC 20004-2129 <a href="http://www.cpb.org">http://www.cpb.org</a>
Craigslist - Portland		<a href="http://portland.craigslist.org">http://portland.craigslist.org</a>
Craigslist – SF Bay area		<a href="http://sfbay.craigslist.org">http://sfbay.craigslist.org</a>
Craigslist – Seattle		<a href="http://seattle.craigslist.org">http://seattle.craigslist.org</a>
Current	Kathleen Unwin	1612 K St NW, Suite 704, Washington DC 20006 <a href="http://www.current.org">http://www.current.org</a>
* Dept. of Human Services Self Sufficiency section	Heather Martiniez	<a href="mailto:heather.l.martinez@state.or.us">heather.l.martinez@state.or.us</a>
Emerson College		<a href="http://www.emerson.edu">http://www.emerson.edu</a>
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>
Eastern Oregon University (EOU)		<a href="http://www.careercenterjobs.org">http://www.careercenterjobs.org</a>
Facebook		<a href="http://www.facebook.com">http://www.facebook.com</a> , <a href="http://www.facebook.com/opb">http://www.facebook.com/opb</a> , and employee accounts
FMQB (Friday Morning Quarterback, Inc)		<a href="http://www.fmqb.com/Article.asp?id=15958">http://www.fmqb.com/Article.asp?id=15958</a>
Glassdoor (not posted by OPB)		<a href="http://www.glassdoor.com/Job/jobs.htm">http://www.glassdoor.com/Job/jobs.htm</a>
* Goodwill Job Connection	Maggie Mashia	<a href="mailto:mmashia@gicw.org">mmashia@gicw.org</a>
Google+		<a href="http://www.google.com/+">www.google.com/+</a> (employee account)
Google Groups		( <a href="https://groups.google.com/forum/?fromgroups#!forum/data-vis-jobs">https://groups.google.com/forum/?fromgroups#!forum/data-vis-jobs</a> )
* Hispanic Metropolitan Chamber of Commerce		333 SW 5 <sup>th</sup> Avenue, Suite 100, Portland, OR 97204 503-222-0280 <a href="mailto:jnevarez@hmccoregon.com">jnevarez@hmccoregon.com</a> <a href="http://www.hmccoregon.com">http://www.hmccoregon.com</a>
Idaho Statesman		<a href="http://www.idahostatesman.com/jobs/">http://www.idahostatesman.com/jobs/</a>
Idealist		<a href="http://www.idealist.org">http://www.idealist.org</a>
Indeed (aggregate site – not posted by OPB)		<a href="http://www.indeed.com">http://www.indeed.com</a>
Indiana University School of Journalism		<a href="http://www.journalism.indiana.edu">http://www.journalism.indiana.edu</a>
International Facility Management Association (IFMA) Oregon and SW Washington		<a href="http://www.ifmaoregon.org/">http://www.ifmaoregon.org/</a>

Institute for Nonprofit Management (INPM) listserv at PSU		<a href="http://www.inpm.pdx.edu">http://www.inpm.pdx.edu</a>
Investigative Reporters and Editors (IRE)		<a href="https://www.ire.org/jobs/">https://www.ire.org/jobs/</a>
JournalismJobs		<a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a>
JournalismNext		<a href="http://www.journalismnext.com">http://www.journalismnext.com</a> and Facebook page
JournalismNow		<a href="http://www.journalismnow.com/">http://www.journalismnow.com/</a>
* Klamath Tribal Health	Laurel Robinson	3949 S. Sixth Street, Klamath Falls, OR 97603, <a href="mailto:larobinson@klm.portland.ihs.gov">larobinson@klm.portland.ihs.gov</a>
* Klamath Tribes Newsletter	Sally Brandt	P.O. Box 436, Chiloquin, OR 97624 <a href="mailto:sally.brandt@klamathtribes.com">sally.brandt@klamathtribes.com</a>
Latino Public Broadcasting	Diana and Luis Gutierrez	<a href="http://www.lpbp.org">http://www.lpbp.org</a>
Latino Public Radio Consortium		<a href="mailto:flohernandezramos@comcast.net">flohernandezramos@comcast.net</a> <a href="http://www.latinopublicradioconsortium.org">http://www.latinopublicradioconsortium.org</a>
LinkedIn		<a href="http://www.linkedin.com/company/oregon-public-broadcasting">http://www.linkedin.com/company/oregon-public-broadcasting</a> and employee accounts
LinkedIn – Groups		<a href="http://www.linkedin.com">http://www.linkedin.com</a> (Broadcast & Broadcast Technology Recruitment, Broadcast Engineering Magazine & <a href="http://broadcastengineering.com">broadcastengineering.com</a> , Diversity + Inclusion, Executive Assistants to CEO's, Find a Journalist, Media Professionals Worldwide, MojaLink – Non Profit Network, OPB Alumni, Oregon Professionals of Color, PDX MindShare, Professional Diversity Practitioners, Public Radio, Public Relations and Communications Professionals, Public Relations Professionals, Radio Network Planning & Optimization, RF Jobs/Engineers, Success-Minded African Americans, ThoseinMedia, Volunteer Coordinators, Oregon State University Network, Mojalink, Payroll Professionals, ADP Workforce Now Users & ADP Associates, Purely Payroll, American Payroll Association, HR & Payroll Application Knowledge Exchange, HRIS & Payroll Professional Network, HRIS & Payroll Software, Payroll [subgroup of HR.com], Payroll and Related Topics, Payroll Professional, Public Radio, Willamette Valley Development

LinkedIn – Groups (cont.)		Officers, NPR Supporters and Listeners, Public Broadcasting Service Alumni, Diversity Professionals, Broadcast and Radio Professionals, Talking Radio, Innovation Journalism, Journalists in transition, Find a journalist – around the world, Online reporters and editors, Asian American Journalists Assoc., TLNT – The Business of HR)
Mac's List		<a href="http://www.macslist.org">http://www.macslist.org</a>
Mail Tribune		<a href="http://jobfinder.shopourvalley.com/">http://jobfinder.shopourvalley.com/</a>
* Marylhurst University		<a href="mailto:lbrown@marylhurst.edu">lbrown@marylhurst.edu</a>
* Mary's Woods Retirement Community at Marylhurst	L. Nevius	<a href="mailto:lnevius@maryswoods.com">lnevius@maryswoods.com</a>
Maynard Institute	Elisabeth	<a href="mailto:epinio@maynardije.org">epinio@maynardije.org</a> <a href="http://www.mije.org">http://www.mije.org</a>
Media Match		<a href="http://www.media-match.com/usa/">http://www.media-match.com/usa/</a>
Medill Northwestern University		<a href="http://www.medill.northwestern.edu">http://www.medill.northwestern.edu</a>
* Mt. Hood Community College (MHCC)		<a href="mailto:mhcareer@mhcc.edu">mhcareer@mhcc.edu</a>
Mosaic Meter		<a href="http://www.mosaicmetier.com/">http://www.mosaicmetier.com/</a>
* Multnomah University		<a href="mailto:careerservices@multnomah.edu">careerservices@multnomah.edu</a>
National Action Council for Minorities in Engineering (NACME)		<a href="http://www.nacme.org">http://www.nacme.org</a>
National Association of Black Journalists		<a href="http://careerservices.nabj.org">http://careerservices.nabj.org</a>
National Association of Broadcasters (NAB)		<a href="http://www.nab.org">http://www.nab.org</a>
National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP)		<a href="http://www.noglstp.org">http://www.noglstp.org</a>
National Association of Hispanic Journalists		<a href="http://www.nahj12.com">http://www.nahj12.com</a>
National Black Programming Consortium (AKA Black Public Media)	Christian	<a href="http://www.blackpublicmedia.org">http://www.blackpublicmedia.org</a>
National Hispanic Media Coalition (NHMC)		<a href="mailto:info@nhmc.org">info@nhmc.org</a> <a href="http://www.nhmc.org">http://www.nhmc.org</a>
* National Educational Telecommunications Association (NETA)	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>
National Newspaper Publishers Association		<a href="http://www.nnpa.org">http://www.nnpa.org</a>

Native American Journalists Association		<a href="http://www.naja.com">http://www.naja.com</a>
Native Public Media		<a href="http://www.nativepublicmedia.org">http://www.nativepublicmedia.org</a>
Nonprofit Association of Oregon job board		<a href="http://www.nonprofitoregon.org">http://www.nonprofitoregon.org</a>
New Media Innovation Lab at ASU Walter Cronkite School of Journalism & Mass Communication	Mike Wong	mike.wong@asu.edu
NPR		#nprjobs, #pubjobs on Twitter
Online News Association		<a href="http://www.journalists.org">http://www.journalists.org</a>
All Staff email		internal all OPB staff email
OPB Twitter		@opb
OPB website		<a href="http://www.opb.org">http://www.opb.org</a>
* Oregon Advocacy Commission Office (OACO)		OACO.mail@das.state.or.us
Oregon Association of Broadcasters (OAB)	Bill	oab@theoab.org <a href="http://www.theoab.org">http://www.theoab.org</a>
* Oregon Commission on Black Affairs (OCBA)	Nancy Kramer	OACO.mail@oregon.gov
Oregon Institute of Technology (OIT)		<a href="http://www.oit.edu/current-students/student-support/career-services">http://www.oit.edu/current-students/student-support/career-services</a>
Oregon Media Production Association (OMPA)	Tom & Jessica	info@ompa.org <a href="http://www.ompa.org">http://www.ompa.org</a>
Oregon State University (OSU)		<a href="http://www.oregonstate.edu/career/employers">http://www.oregonstate.edu/career/employers</a>
Pacific Islanders in Communications	Amber McClure	amclure@piccom.org <a href="http://www.piccom.org">http://www.piccom.org</a>
PBS Connect – Public Broadcasting Service		<a href="http://connect.pbs.org">http://connect.pbs.org</a>
PDX Mindshare		<a href="http://www.pdxmindshare.com">http://www.pdxmindshare.com</a>
PDX Radio		<a href="http://www.pdxradio.com/">http://www.pdxradio.com/</a>
* Portland Community College (PCC)		<a href="http://www.pcc.edu">http://www.pcc.edu</a>
Portland Human Resource Management Association (PHRMA)		<a href="http://portlandhrma-jobs.jobtarget.com/home/index.cfm?site_id=16629">http://portlandhrma-jobs.jobtarget.com/home/index.cfm?site_id=16629</a>
Portland State University (PSU)		<a href="http://www.pdx.edu/careers">http://www.pdx.edu/careers</a>
* Portland State's Advising & Career Services office	Ann Mestrovich	ann.mestrovich@pdx.edu
* Portland State University (PSU) Career Forward Database	Melanie Figueroa	careerforward@pdx.edu



* Portland State's School of Business Graduate Students	DeAnne Preston	DeAnne.Preston@pdx.edu
Poynter		<a href="http://careers.poynter.org/post.cfm">http://careers.poynter.org/post.cfm</a>
Public Radio Association of Development Officers (PRADO)		<a href="http://www.pradoweb.org">http://www.pradoweb.org</a>
Public Radio Program Directors (PRPD)		<a href="http://www.prpd.org/topmenu/home.aspx">http://www.prpd.org/topmenu/home.aspx</a>
Public Relations Society of America (PRSA) - Portland Chapter	Barbara Kerr	<a href="mailto:bkerr@clark.edu">bkerr@clark.edu</a>
Radioworld Magazine	David Carson	<a href="http://www.rwonline.com">http://www.rwonline.com</a>
Reddit		<a href="http://www.reddit.com">http://www.reddit.com</a> through employee accounts
* Rehabilitation Consultants		<a href="http://www.paulsee.com">http://www.paulsee.com</a> <a href="mailto:paul@paulsee.com">paul@paulsee.com</a>
Society of Broadcast Engineers (SBE)	Everett Helm (North Oregon chapter), Karl Sargent (Medford chapter), Dennis Hunt (Eugene chapter)	<a href="http://www.sbe.org">http://www.sbe.org</a> and local chapters (below) <ul style="list-style-type: none"> <li>• Chapter 76 – Eugene - <a href="http://www.sbe76.org">www.sbe76.org</a></li> <li>• Chapter 124 - North Oregon - <a href="http://www.sbe124.org">www.sbe124.org</a></li> <li>• Chapter 141 - Medford - <a href="http://www.sbe141.org">www.sbe141.org</a></li> </ul>
Society of Hispanic Professional Engineers		<a href="http://national.shpe.org/">http://national.shpe.org/</a>
Society of Motion Picture and Television Engineers (SMPTE)		<a href="https://www.smpite.org/">https://www.smpite.org/</a>
Society of Professional Journalists (SPJ)		<a href="http://www.spj.org/">http://www.spj.org/</a>
Society of Women Engineers		<a href="http://societyofwomenengineers.swe.org/">http://societyofwomenengineers.swe.org/</a>
South Asian Journalists Association		<a href="http://www.saja.org">http://www.saja.org</a>
Southern Oregon University (SOU)		<a href="http://www.sou.edu/careers">http://www.sou.edu/careers</a>
Technology Association of Oregon (TAO)		<a href="http://www.techoregon.org/">http://www.techoregon.org/</a>
Traffic Directors Guild of America (TDGA)		<a href="http://www.tdga.org/classified-ads">http://www.tdga.org/classified-ads</a>
Triple A Radio		<a href="http://triplearadio.com/jobs/">http://triplearadio.com/jobs/</a>
* TVW, Inc.	Christie Theeler	<a href="http://www.tv-workshop.com/">http://www.tv-workshop.com/</a> <a href="mailto:ctheeler@twinc.org">ctheeler@twinc.org</a>
Twitter - @opb		<a href="http://www.twitter.com">http://www.twitter.com</a> - #pubjobs, #nprjobs, #opb, #publicmediajobs, #mediadiversity, and employee accounts
Unity Journalists for Diversity contacts (gathered from 2012 conference attended by OPB staff)		<a href="http://www.unityjournalists.org">http://www.unityjournalists.org</a>

UC Berkeley Graduate School of Journalism/Knight Digital Media Center		<a href="http://www.journalism.berkeley.edu/jobs/list/jobs">http://www.journalism.berkeley.edu/jobs/list/jobs</a>
*University of Oregon (U of O)	Pat Ferris	<a href="mailto:pferris@uoregon.edu">pferris@uoregon.edu</a>
University of Portland (U of P)		<a href="http://career.uoregon.edu/primary-links/programs/career-counseling">http://career.uoregon.edu/primary-links/programs/career-counseling</a>
University of Wisconsin-Madison		<a href="http://www.wisc.edu">http://www.wisc.edu</a>
* Urban League of Portland		10 N. Russell, Portland, OR 97227, <a href="mailto:uljobs@ulpdx.org">uljobs@ulpdx.org</a>
USC Annenberg School for Communications & Journalism		<a href="http://www.annenberg.usc.edu">http://www.annenberg.usc.edu</a>
USC Annenberg, Getty Arts Journalism Program		<a href="http://annenberg.usc.edu/GettyArtsJourn.aspx">http://annenberg.usc.edu/GettyArtsJourn.aspx</a>
Vision Maker Media (formerly Native American Public Telecommunications)	Georgiana Lee	<a href="mailto:native@unl.edu">native@unl.edu</a> <a href="http://www.nativetelecom.org">http://www.nativetelecom.org</a>
Washington State University Vancouver - College job center		<a href="http://studentaffairs.vancouver.wsu.edu/student-resource-center/career-services">http://studentaffairs.vancouver.wsu.edu/student-resource-center/career-services</a>
Western Oregon University (WOU)		<a href="http://www.wou.edu/admin/hr/job_openings.php">http://www.wou.edu/admin/hr/job_openings.php</a>
* Willamette University		<a href="mailto:mba-jobs@willamette.edu">mba-jobs@willamette.edu</a>
Willamette Valley Development Officers (WVDO)	Sharon Wood	619 SW 11 <sup>th</sup> Avenue, Suite 1121, Portland, OR 97205 <a href="http://www.wvdo-or.org">http://www.wvdo-or.org</a>
Women in Engineering ProActive Network		<a href="http://www.wepan.org/">http://www.wepan.org/</a>
Women in Technology International		<a href="http://www.witi4hire.com/">http://www.witi4hire.com/</a>
Worksource		<a href="http://www.worksourceoregon.org/">http://www.worksourceoregon.org/</a>
Young Nonprofit Professionals of Portland		<a href="http://www.ynpnportland.org/">http://www.ynpnportland.org/</a>
Young Professionals of Portland		<a href="http://www.ypoptm.org">http://www.ypoptm.org</a>

## **Participation in longer-term recruitment initiatives.**

### **Participation in job fairs by station personnel with hiring responsibilities**

#### Nationally:

- OPB had a booth at the 2015 National Association of Black Journalists (NABJ) 40<sup>th</sup> Annual Convention and Career Fair in Minneapolis, Minnesota. This is considered the nation's largest annual gathering of minority journalists. The OPB staff attending the conference and staffing the OPB booth included OPB's Vice President of Programming (oversees both TV and Radio programming) and our Manager of Recruitment and Benefits.
- OPB also had a booth at the 2015 Society for Professional Journalists Excellence In Journalism (EIJ) conference. This conference is a collaborative effort and includes The Radio Television Digital News Association (RTDNA), National Association of Hispanic Journalists (NAHJ) and Society of Professional Journalists (SPJ). The primary focus of EIJ is to be an educational, skills-building, career-oriented conference with high-caliber training. . The OPB staff attending this conference and staffing the OPB booth included two Digital Producers from our newsroom and our Manager of Recruitment and Benefits

#### Locally:

- OPB had a booth at the Urban League of Portland's 22<sup>nd</sup> Annual Career Connections Job Fair in April The OPB booth was staffed by OPB's Manager of Recruitment and Benefits.
- OPB had a booth at [PGE's 2015 Diversity Summit](#) in April, which was staffed by OPB's Manager of Recruitment and Benefits. Additionally, OPB's Chief Content Officer, Executive Editor of News and Director of Human and Volunteer Resources attended sessions and networked in the sessions.
- OPB had a booth at the [Hispanic Metropolitan Chamber 12<sup>th</sup> Annual Employment & Business Fair](#) in October. The OPB booth was staffed by OPB's Manager of Recruitment and Benefits.

### **Participation in events or programs relating to career opportunities sponsored by educational institutions**

- OPB's Executive Editor for News staffed a table at Columbia University's Journalism Career Expo. She also met with CCNY students about internships and career opportunities at OPB. Both events happened in March 2015.
- OPB's Manager of Volunteer Resources visited the University of Oregon's School of Journalism and Communications in November, talking with two classes about working in public media. She also conducted multiple faculty visits and hosted an informational session for students.

- Annually OPB media staff travel to the University of Oregon and meet with journalism graduate and under graduate students. There they view each student's journalism project and critique each. This year *Oregon Art Beat's* Executive Producer and an *Oregon Art Beat* producer worked with journalism students.
- OPB participated in [Linfield College Career Development](#), "Landing The Job" workshops for students in April. OPB's Manager of Recruitment and Benefits presented to students and answered questions regarding career search and interview techniques.
- OPB's Manager of Recruitment and Benefits met with [Linfield College's](#) Social Sciences student group in April.
- In February, OPB's Manager of Recruitment and Benefits met with [George Fox University](#) MBA student group to give them an overview of OPB's history, culture, and practices—this was to help them prepare a presentation about OPB for their class.
- OPB's Manager of Recruitment and Benefits met with Linfield College's graduating class to advise regarding career search, interview techniques, resume preparation & presentation in January.

### **Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

OPB continues our robust internship program. OPB's internships are updated and enhanced annually (see more information in the internships descriptions below). During this period, OPB continued to promote new internship opportunities with our engineering and IT teams. During the past year, OPB provided 24 individuals with unpaid educational experiences. In addition to the [many unpaid internship opportunities](#) throughout the organization, OPB offers three paid internships.

- OPB offers the [Jon R. Tuttle Journalism and Production Minority Internship](#). This minority internship is intended to increase participation of racial and/or ethnic minorities, as defined by the U.S. Equal Employment Opportunity Commission (EEOC), who are traditionally underrepresented within public broadcasting. The Tuttle Internship is a paid summer internship in telecommunications and broadcast journalism that enables an outstanding college or university student to spend the summer studying the field full time in a hands-on environment. A number of OPB senior executives actively participate in the reviewing and selection of the Tuttle intern. OPB had one Tuttle intern this summer.
- OPB also offers a paid [Maynard E. Orme Internship](#). This internship was established in honor of Maynard Orme's (former OPB President and CEO) considerable contributions to OPB to encourage students to cultivate skills in the development and production of high-quality news and public affairs programming. OPB's Senior Vice President and Chief Content Officer actively participates in the review and selection of the Orme intern. OPB had one Orme intern this past year.

- OPB has paid internships in partnership with the Charles Snowden Foundation through their [Charles Snowden Program for Excellence in Journalism](#). OPB along with other Oregon college educators and Northwest news media organizations give accomplished students professional training in community journalism through 10-week summer internships. OPB is the only non-print media organization in Oregon in this program. OPB had two Snowden interns this past year.

## **Additional Information regarding Unpaid Internship Opportunities**

### Content Creation Internships (year-round):

OPB seeks intern candidates to participate in content creation at OPB. OPB relies on a multi-platform approach. Content creators in all departments are tasked with generating story elements that will be translatable to more than one medium. We seek students with experience and interest in all parts of the storytelling and production process. Content Creation Interns may be placed in departments such as TV Production, News, Digital Content or Music. Projects and programs may include Oregon Art Beat, Think Out Loud, opbnews.org, opbmusic and more. Internship opportunities in these areas vary a great deal, dependent on the time of year, current projects and the needs of the organization. We strive to place students in internships that align with their skills and interest. This past year there were 16 interns involved in content creation.

Content Creation Internship Opportunities include:

- Field Videography/Studio Production
- Field Recording/Audio Production (using Audition)
- Graphic Design (using Adobe CS and other tools)
- Interviewing
- Moving Graphic Design (using Adobe Aftereffects)
- Multimedia Journalism Content (creating pieces to enhance written content)
- Music (working with music cultivation, artists, events, daily station tasks)
- News gathering, reporting, writing
- Photography
- Research (historical, primary sources, compiling)
- Sound recording and editing (using ProTools or Adobe Audition)
- Show production and support (pre and post, detail coordination, processes and timelines, research, logging, documentation, etc.)
- Video editing (using FinalCut Pro, AVID or Premiere)
- Writing for web

### Business and Operational Internships (year-round):

OPB seeks intern candidates for departments throughout the organization. Our internship programs provide students with the opportunity to observe and participate in the daily activities and long term projects involving all areas of OPB's work. Business and Operational Internships may provide students with experience in departments such as Development, Marketing, Engineering, Human and Volunteer Resources, Programming and more. There were 4 business and operational interns this past year.

Business and Operational Internship Opportunities include:

- Broadcast engineering (technical management)
- Fundraising (various disciplines including planned giving, member communications, donor programs and more)
- Graphic Design (using Adobe CS and other tools)
- Human and Volunteer Resource strategy, Organizational Communications
- Marketing Communications
- Moving Graphic Design (using Adobe Aftereffects)
- Legal
- Photography
- Public Relations
- Research (government policy, industry trends, labor law)
- Social Media Marketing
- Software development (Django, python, iOS, Android)

### **Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

- Annually, OPB conducts an educational session for our board of directors regarding one or more facets of OPB's diversity considerations. Last year we focused on employee staffing. This year will focus on news and content producer efforts with diverse sources.
- Human Resources conducts in-depth conversations and trains search committee members prior to interviews regarding appropriate interviewing styles.
- Human Resources provides consultative support to all staff, including management, regarding affirmative action, continuing our commitment to ensure equal employment opportunity and preventing discrimination.

## Participation in activities, other than the listed options

- OPB Tour Program – tours are held for groups and individuals, providing information regarding radio and television broadcasting, at their request. This past year we gave 23 tours to a total of 422 guests. Some of the groups included those with a focus on careers and opportunities in the media industry. These groups included:
  - Two sections of a television production class from Portland Community College
  - An international student group from Ngee Ann Polytechnics School of Film and Media in Singapore
  - A group of journalism students from Roosevelt High School
- This year OPB partnered with the International Center for Journalists (ICFJ) and also the State Department to host and provide information to visiting journalists. The International Center for Journalists was established in 1984 as a private, nonprofit organization. The Center helps the news media attain the highest possible standards, fulfill their role as reliable servants of the public, strengthen the independence of the press and broaden news coverage of local and global issues. The Center believes that a professional and well-informed press benefits not only its immediate audience, but people everywhere. For this reason, ICFJ fosters the widest possible exchange of views and information among journalists worldwide and collaborates with newspapers, radio stations, television companies and media assistance organizations in the United States and abroad. Since its establishment, ICFJ has relied on practical attachment programs with U.S. media organizations as one of the most effective ways to train visiting journalists and share American journalistic expertise.
- OPB also partnered with the State Department to provide mini-fellowships for participants in their journalist exchange program. The journalists explore new tools and trends in digital communication, attend the annual conference of the Online News Association, look at different facets of communication and the impact of information technology, and participate in ten-day fellowships with professionally relevant organizations. Professional development is supplemented through an online platform offering social media resources and open online courses, as well as additional trainings on planning, executing, and assessing integrated and effective social media campaigns. To enhance program sustainability and effectiveness, participants will create and implement individual follow-on projects in their home countries. As part of our efforts with both the State Department and also the ICFJ, this year OPB has worked with four journalists from the following countries: Guatemala, Egypt, Russia and Latvia.
- OPB Open House – This community event is held annually, opening television and radio studios, providing information about OPB to all who wish to come. The OPB Open House includes opportunities to talk to a variety of staff about careers in broadcasting.