



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

For the period commencing September 22, 2015 and ending September 21, 2016

This report lists all full-time vacancies that were filled during the reporting period for KOAB-FM/Bend, KOAC-FM/Astoria, KOPB(AM)/Eugene, KOGL(FM)/ Gleneden Beach, KOTD-FM/The Dalles, KRBM-FM/Pendleton, KOPB-FM/Portland, KOAC-TV/Corvallis, KOAB-TV/Bend, KTVR-TV/LaGrande, KEPB-TV/ Eugene, KTMK(FM)/Tillamook, 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.

**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
<p><b>Member Retention Coordinator</b></p> <p><b>10/5/15</b></p>	<p align="center"><b>8</b></p>	<p>OPB Website <b>(2)</b>            OPB All Staff email            OPB Staff Lounge – post hard copy of announcement            OPB LinkedIn            OPB Twitter #mediadiversity #pubjobs #nprjobs            Local Organizations (see organizations noted with a * in the Resource Agencies section)            Craigslist Portland            Mosaic Metier            LinkedIn Groups (Oregon Professionals of Color, WVDO, Non Profit Network, Success Minded African Americans, OPB Alumni, Public Broadcasting Service Alumni, Public Radio)            Nonprofit Association of Oregon            Mac's List <b>(1)</b>            CNRG            Idealist <b>(1)</b>            INPM            Young Nonprofit Professionals Association (Portland)</p>	<p align="center"><b>Idealist</b></p>

<p><b>Member Retention Coordinator (cont.)</b></p>		<p>WVDO  PSU <b>(1)</b>  U of O  WSU Vancouver  PRADO (by OPB employee)  PledgeChat (by OPB employee)  Facebook (OPB employee accounts)  LinkedIn (OPB employee accounts)  Twitter (OPB employee account)  Indeed (aggregate site – not posted by OPB) <b>(2)</b>  RACC (not posted by OPB) <b>(1)</b></p>	
<p><b>Digital Fundraising Coordinator</b></p> <p><b>11/16/15</b></p>	<p><b>3</b></p>	<p>OPB Website <b>(1)</b>  OPB All Staff email <b>(1)</b>  OPB Staff Lounge – post hard copy of announcement  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Mosaic Metier  Nonprofit Association of Oregon  Mac's List  CNRG  Idealist <b>(1)</b>  INPM  Young Nonprofit Professionals Association (Portland)  WVDO  PSU  U of O  WSU Vancouver  Twitter (OPB employee accounts)</p>	<p><b>OPB All Staff email</b></p>

<p><b>Payroll Accountant</b></p> <p><b>12/1/15</b></p>	<p><b>2</b></p>	<p>OPB Website <b>(1)</b>  OPB All Staff email  OPB Staff Lounge – post hard copy of announcement  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslis Portland  Mac's List  Mosaic Metier  LinkedIn Groups (Payroll and Related Topics, Payroll, Payroll Professionals, Payroll Consultants Network, American Payroll Association, ADP Workforce Now - Users &amp; Associates, Global Payroll Association, HRIS &amp; Payroll Professional Network, HR &amp; Payroll Application Knowledge Exchange, ADP - Automatic Data Processing Alumni)  CNRG  Idealist.org  INPM  Young Nonprofit Professionals Association PDX  PSU  OSU  SOU  WOU  EOU  University of Portland  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Indeed (aggregate site – not posted by OPB) <b>(1)</b></p>	<p><b>opb.org</b></p>
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<p><b>Digital Producer</b></p> <p><b>(2 hires from same recruitment)</b></p> <p><b>12/31/15 and 1/6/16</b></p>	<p><b>11</b></p>	<p>OPB Website <b>(4)</b>  OPB All Staff email <b>(1)</b>  OPB Staff Lounge – post hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs <b>(1)</b>  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  LinkedIn Groups (OPB Alumni, UNITY: Journalists for Diversity, ThoseInMedia, Talking Radio, Online reporters and editors, National Association of Hispanic Journalists, Native American Journalists Association, Media Diplomat, Media Jobs, Media Professionals Worldwide, LinkedIn for Journalists, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, Find a journalist - around the world, Success Minded African Americans, Asian American Journalists Association (AAJA), Hacking Journalism, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition)  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  JournalismNext.com  Online News Association  National Newspaper Publishers Association  South Asian Journalists Association  Media Bistro  CPB Jobline  USC Annenberg School for Communications &amp; Journalism  UC Berkeley Graduate School of Journalism</p>	<p><b>Media Bistro (1)</b></p> <p><b>From OPB employee (1)</b></p>
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<p><b>Digital Producer (cont.)</b></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)            University of Missouri Journalism School            NPR (by OPB employee)            PRI (by OPB employee)            APM (by OPB employee)            PRX (by OPB employee)            LinkedIn (OPB employee accounts)            Twitter (OPB employee accounts)            Google+ (OPB employee accounts)            From OPB employee <b>(3)</b> </p>	
<p><b>Production Manager</b></p> <p><b>2/1/16</b></p>	<p><b>5</b></p>	<p>           OPB Website <b>(2)</b>            OPB All Staff email            OPB Staff Lounge – post hard copy of announcement            OPB LinkedIn            OPB Twitter #mediadiversity #pubjobs #nprjobs            Local Organizations (see organizations noted with a * in the Resource Agencies section)            Craigslist Portland            Mac's List            Nonprofit Association of Oregon (NAO)            Mosaic Metier            LinkedIn Groups (OPB Alumni, Media Professionals Worldwide, Oregon Professionals of Color, Public Broadcasting Service Alumni, Media Jobs, Media Diplomat, Media &amp;         </p>	<p><b>Notified by a friend</b></p>

<p><b>Production Manager (cont.)</b></p>	<p>Entertainment Professionals, pdxMindShare - Portland's Career Community, Success Minded African Americans, ThoseInMedia)  Oregon Film  Production Hub (1)  OMPA  Women in Film Bay Area  Women in Film Los Angeles  Women in Film Seattle  CPB Jobline  Current  Entertainment Careers  NW Film Center  RACC  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)  University of Missouri Journalism School  NYU Film School (Tisch School of the Arts)  UCLA Film School  University of Texas Film School  George Washington U Film School  Stanford Film School  PSU  Sent to Production Managers in OMPA directory (by OPB employee)  Facebook (OPB employee accounts)</p>	
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<b>Production Manager (cont.)</b>		LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Notified by a friend <b>(1)</b> Notified by a colleague <b>(1)</b>	
<b>Associate Director of On-Air Fundraising</b>  <b>12/28/15</b>	<b>5</b>	OPB Website <b>(1)</b> OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs #fundraising Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mosaic Metier LinkedIn Groups (Willamette Valley Development Officers (WVDO), The Chronicle of Philanthropy, Nonprofit Leadership, Nonprofit & Philanthropy Jobs, Powered by ImpactFlow, Non Profit Network (nonprofit), Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, OPB Alumni, pdxMindShare - Portland's Career Community) Mac's List CNRG Idealist Nonprofit Association of Oregon INPM CPB Jobline Greater Public <b>(1)</b> Latino Public Radio Consortium NPR (by OPB employee) PRI (by OPB employee) APM (by OPB employee) PRX (by OPB employee) WVDO & WVDO eblast Current <b>(1)</b> AFP Oregon & SW Washington AFP NW Washington AFP Golden Gate	<b>From OPB employee</b>

<p><b>Associate Director of On-Air Fundraising (cont.)</b></p>		<p>Pledge Chat Yahoo Group (by OPB employee)  Membership Chat Yahoo Group (by OPB employee)  PRADO (by OPB employee)  LinkedIn (OPB employee accounts)  Facebook (OPB employee account)  Twitter (OPB employee account)  From OPB employee <b>(1)</b>  Indeed (aggregate site – not posted by OPB) <b>(1)</b></p>	
<p><b>News Director</b>  <b>2/8/16</b></p>	<p><b>8</b></p>	<p>OPB Website  OPB All Staff email <b>(1)</b>  OPB Staff Lounge – post hard copy of announcement  OPB LinkedIn <b>(1)</b>  OPB Twitter #mediadiversity #pubjobs #nprjobs <b>(1)</b>  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslis Portland  Mac's List <b>(1)</b>  Nonprofit Association of Oregon  Mosaic Metier  LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, Find a Journalist - around the world, Media Jobs, Media Diplomat, National Association of Hispanic Journalists, Native American Journalists Association, pdxMindShare - Portland's Career Community, Success Minded African Americans, Asian American Journalists Association (AAJA), Hacking Journalism, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition, Online reporters and editors, UNITY: Journalists for Diversity, ThoselnMedia  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</p>	<p><b>Poynter</b></p>



<p><b>News Director (cont.)</b></p>	<p> Poynter.org (1)  JournalismNext.com  Online News Association  National Newspaper Publishers Association  South Asian Journalists Association  Media Bistro  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)  University of Missouri Journalism School  NETA (by OPB employee)  Staff at Columbia Journalism School (by OPB employee)  LinkedIn (OPB employee accounts)  Twitter (OPB employee account)  Facebook (OPB employee account)  From OPB employee (2) </p>	
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<p><b>Producer/Reporter</b></p> <p><b>(2 hires from same recruitment)</b></p> <p><b>2/8/16 and 3/21/16</b></p>	<p><b>9</b></p>	<p>OPB Website <b>(1)</b></p> <p>OPB All Staff email <b>(4)</b></p> <p>OPB Staff Lounge – post hard copy of announcement</p> <p>OPB LinkedIn</p> <p>OPB Twitter #mediadiversity #pubjobs #nprjobs</p> <p>Local Organizations (see organizations noted with a * in the Resource Agencies section)</p> <p>Craigslist Portland</p> <p>Mac's List</p> <p>Nonprofit Association of Oregon</p> <p>Mosaic Metier</p> <p>LinkedIn Groups (OPB Alumni, UNITY: Journalists for Diversity, ThoseInMedia, Talking Radio, Online reporters and editors, National Association of Hispanic Journalists, Native American Journalists Association, Media Diplomat, Media Jobs, Media Professionals Worldwide, LinkedIn for Journalists, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, Find a journalist - around the world, Success Minded African Americans, Asian American Journalists Association (AAJA), Hacking Journalism, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists In Transition)</p> <p>Oregon Film (aka The Confluence)</p> <p>Production Hub</p> <p>OMPA <b>(1)</b></p> <p>Women in Film Bay Area</p> <p>Women in Film Los Angeles</p> <p>Women in Film Seattle</p> <p>Journalism Jobs</p> <p>SPJ</p> <p>National Association of Hispanic Journalists</p> <p>Latino Public Radio Consortium</p> <p>Asian American Journalists Association</p> <p>Native American Journalists Association</p> <p>National Association of Black Journalists</p> <p>Pacific Islanders in Communications</p> <p>Poynter.org</p> <p>Journalism Next</p> <p>ONA</p>	<p><b>Current (1)</b></p> <p><b>OPB All Staff email (1)</b></p>
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<p><b>Producer/Reporter (cont.)</b></p>		<p>South Asian Journalists Association  CPB Jobline  Current <b>(1)</b>  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  CUNY (City University of New York aka CCNY)  University of Missouri Journalism School  NYU Film School (Tisch School of the Arts)  UCLA Film School  University of Texas Film School  George Washington U Film School  Stanford Film School  Facebook pages for OMPA, PSU Film Crew, FilmMakers Generation Next  Incorporated, Oregon Media &amp; Film group (by OPB employee)  NETA Online (by OPB employee)  Facebook page for USC Film School (by OPB employee)  Facebook (OPB employee accounts)  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Google+ (OPB employee accounts)  OPB Recruiter at 2015 Excellence in Journalism conference <b>(1)</b></p>
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<p><b>Accountant</b>  <b>2/22/16</b></p>		<p>OPB Website <b>(2)</b>  OPB All Staff email  OPB Staff Lounge – post hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslit Portland <b>(1)</b>  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  LinkedIn Groups (Public Radio, Public Broadcasting Service Alumni, OPB Alumni, Oregon Professionals of Color, pdxMindShare - Portland's Career Community, Success Minded African Americans, Accountants in Practice, Nonprofit &amp; Philanthropy Jobs, powered by ImpactFlow, Non Profit Network)  CNRG  Idealist.org  INPM  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Indeed (aggregate site – not posted by OPB) <b>(6)</b></p>	<p><b>Craigslit Portland</b></p>
<p><b>Field Coordinating Producer</b>  <b>3/7/16</b></p>	<p><b>4</b></p>	<p>OPB Website <b>(1)</b>  OPB All Staff email  OPB Staff Lounge – post hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs <b>(1)</b>  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslit Portland  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  LinkedIn Groups (Media Diplomat, Media Jobs, Media Professionals Worldwide, Media &amp; Entertainment Professionals, Oregon Professionals of Color, Success Minded African</p>	<p><b>UC Berkeley Graduate School of Journalism</b></p>

<p><b>Field Coordinating Producer (cont.)</b></p>	<p>Americans, Public Broadcasting Service Alumni, National Association of Hispanic Journalists, Asian American Journalists Association (AAJA), OPB Alumni, Broadcast Media Professionals, Hacking Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Native American Journalists Association, ThoseInMedia, UNITY: Journalists for Diversity)</p> <p>Oregon Film Production Hub</p> <p>OMPA</p> <p>Women in Film Portland</p> <p>Women in Film Bay Area</p> <p>Women in Film Los Angeles</p> <p>Women in Film Seattle</p> <p>NW Film Center</p> <p>RACC</p> <p>USC Annenberg School for Communications &amp; Journalism</p> <p>UC Berkeley Graduate School of Journalism <b>(1)</b></p> <p>Knight Digital Media Center (UC Berkeley)</p> <p>Knight Digital Media Center (USC Annenberg)</p> <p>New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication</p> <p>U of O</p> <p>U of O School of Journalism aka Turnbull Center</p> <p>Stanford Film School</p> <p>PSU</p> <p>Facebook (OPB employee accounts)</p> <p>LinkedIn (OPB employee accounts)</p> <p>Twitter (OPB employee accounts)</p> <p>From OPB employee <b>(1)</b></p>	
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<p><b>Receptionist / Administrative Services Assistant</b></p> <p><b>(2 hires from same recruitment)</b></p> <p><b>4/25/16</b></p>	<p><b>7</b></p>	<p>OPB Website <b>(1)</b>  OPB All Staff email  OPB Staff Lounge – post hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations (see organizations noted with a * in the Resource Agencies section)  <b>Craigslist Portland (2)</b>  Mosaic Metier  LinkedIn Groups (Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, OPB Alumni, pdxMindShare - Portland's Career Community, Success Minded African Americans, Non Profit Network)  <b>Mac's List (2)</b>  Nonprofit Association of Oregon  PSU  PCC  Clackamas Community College  LinkedIn (OPB employee accounts)  Facebook (OPB employee accounts)  Notified by a colleague <b>(1)</b>  Indeed (aggregate site – not posted by OPB) <b>(1)</b></p>	<p><b>Craigslist Portland (2)</b></p>
<p><b>Membership Giving Coordinator</b></p> <p><b>5/23/16</b></p>	<p><b>3</b></p>	<p>OPB Website  OPB All Staff email <b>(1)</b>  OPB Staff Lounge – post hard copy of announcement  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations (see organizations noted with a * in the Resource Agencies section)  <b>Craigslist Portland</b>  Mosaic Metier  Nonprofit Association of Oregon  <b>Mac's List (2)</b>  CNRG  Idealist</p>	<p><b>OPB All Staff email</b></p>

<p><b>Membership Giving Coordinator (cont.)</b></p>		<p>INPM  Young Nonprofit Professionals Association (Portland)  WVDO  PSU  U of O  WSU Vancouver  University of Portland  LinkedIn (OPB employee accounts)  Facebook (OPB employee accounts)  Twitter (OPB employee accounts)</p>	
<p><b>Director of Information Technology</b></p> <p>7/1/16</p>	<p>7</p>	<p>OPB Website <b>(2)</b>  OPB All Staff email  OPB Staff Lounge – post hard copy of announcement  OPB LinkedIn  LinkedIn Groups (Media Diplomat, Media Jobs, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, BroadcastEngineering, Broadcast and Broadcast Technology Recruitment, OPB Alumni, pdxMindShare - Portland's Career Community, Success Minded African Americans, Broadcast and Radio Professionals, Broadcast Media Professionals, Mac's List, Oregon Association of Broadcasters, ThoseInMedia)  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations  Craigslist Portland <b>(3)</b>  Mosaic Metier  Mac's List <b>(1)</b>  Nonprofit Association of Oregon  CPB  CNRG  Idealist  INPM  Young Nonprofit Professionals Association (Portland)  Current  IEEE  Society of Broadcast Engineers (SBE) National  PDX Women in Technology Twitter  PDX Women in Technology  Women in Technology National</p>	<p><b>Indeed</b>  (aggregate site – not posted by OPB)</p>

<p><b>Director of Information Technology (cont.)</b></p>		<p>Women of Color in Tech  Latinos in Information Science and Technology Association  Blacks in Technology  PSU  U of O  WSU  OIT  OSU  Twitter (OPB employee accounts)  LinkedIn (OPB employee accounts)  Indeed (aggregate site – not posted by OPB) <b>(1)</b></p>	
<p><b>Market Research Analyst</b></p> <p>7/11/16</p>	<p><b>4</b></p>	<p>OPB Website  OPB All Staff email <b>(1)</b>  OPB Staff Lounge – post hard copy of announcement  OPB LinkedIn <b>(1)</b>  OPB Twitter #mediadiversity #pubjobs #nprjobs  LinkedIn Groups (Media Diplomat, Media &amp; Marketing Professionals Worldwide, Media Jobs, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, Digital Marketing: Social Media, Search, Mobile &amp; More; pdxMindShare - Portland's Career Community, Social Media Marketing, Success Minded African Americans, Nonprofit &amp; Philanthropy Jobs Powered by ImpactFlow, The Chronicle of Philanthropy, OPB Alumni, Broadcast &amp; Radio Professionals, Non Profit Network (nonprofit), Talking Radio, ThoseInMedia, Willamette Valley Development Officers WVDO)</p>	<p><b>CPB</b></p>



<p><b>Market Research Analyst (cont.)</b></p>		<p>Local Organizations (see organizations noted with a * in the Resource Agencies section)          Craigslist Portland          Mosaic Metier          Mac's List <b>(1)</b>          Nonprofit Association of Oregon          CPB <b>(1)</b>          Current.org          LinkedIn (OPB employee accounts)          Facebook (OPB employee accounts)          Twitter (OPB employee accounts)</p>	
<p><b>Archivist</b>  7/18/16</p>	<p>6</p>	<p>OPB Website          OPB All Staff email          OPB Staff Lounge – post hard copy of announcement          OPB LinkedIn          OPB Twitter #mediadiversity #pubjobs #nprjobs          Local Organizations (see organizations noted with a * in the Resource Agencies section)          Craigslist Portland          Mac's List          Nonprofit Association of Oregon          Mosaic Metier          LinkedIn Groups (Digital Asset Management, Media Diplomat, Media Jobs, Nonprofit &amp; Philanthropy Jobs Powered by ImpactFlow, Non Profit Network (nonprofit), Oregon Professionals of Color, OPB Alumni, pdxMindShare - Portland's Career Community, Public Broadcasting Service Alumni, Public Radio, Success Minded African Americans, ThoselnMedia, The Chronicle of Philanthropy, YNPN Portland)          Society of American Archivists          The International Association of Sound and Audiovisual Archives          The Association of Moving Image Archivists          UCLA (Moving Image Archive Studies)          NYU          UW Museology Program          opbmusic DJ group          LinkedIn (OPB employee accounts)</p>	<p><b>From OPB Employee</b></p>

<p><b>Archivist (cont.)</b></p>		<p>Twitter (OPB employee accounts)  From OPB employee <b>(1)</b>  Indeed (aggregate site – not posted by OPB) <b>(1)</b>  Code4lib (not posted by OPB) <b>(2)</b>  Archives Gig (not posted by OPB) <b>(2)</b></p>	
<p><b>Payroll Accountant</b>   <b>9/1/16</b></p>	<p><b>4</b></p>	<p>OPB Website  OPB All Staff email  OPB Staff Lounge – post hard copy of announcement  OPB LinkedIn  OPB Twitter #mediadiversity #pubjobs #nprjobs  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland <b>(2)</b>  Urban League of Portland  Mac's List <b>(1)</b>  Nonprofit Association of Oregon  Mosaic Metier  LinkedIn Groups Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, OPB Alumni, pdxMindShare - Portland's Career Community, Accountants in Practice, Mac's List, Nonprofit &amp; Philanthropy Jobs powered by ImpactFlow, Non Profit Network (nonprofit), Payroll and Related Topics, Payroll, Payroll Professionals, Payroll Consultants Network, American Payroll Association, ADP Workforce Now - Users &amp; Associates, Global Payroll Association, HRIS &amp; Payroll Professional Network, HR &amp; Payroll Application Knowledge Exchange, ADP - Automatic Data Processing Alumni  American Payroll Association - Portland Chapter  American Payroll Association - National Chapter  Accounting.com  Institute of Management Accountants  CNRG  Idealist.org  INPM  Young Nonprofit Professionals Association PDX  PSU  OSU  SOU  WOU</p>	<p><b>Mac's List</b></p>

<b>Payroll Accountant (cont.)</b>		EOU University of Portland Clark College WSU LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Notified by a colleague <b>(1)</b>	
<b>Member Center Representative</b>  <b>9/1/16</b>	<b>5</b>	OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Urban League of Portland Mosaic Metier Nonprofit Association of Oregon Mac's List <b>(2)</b> CNRG Idealist INPM Young Nonprofit Professionals Association (Portland) WVDO PSU PCC MHCC Clark College Vancouver WSU Vancouver University of Portland U of O LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) From OPB employee <b>(1)</b> Indeed (aggregate site – not posted by OPB) <b>(1)</b> Notified by a friend <b>(1)</b>	<b>From OPB employee</b>

## **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.aaja.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

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@twwinc.org](mailto:ctheeler@twwinc.org)  
<http://tv-workshop.com/>

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

Women in Film Bay Area  
<http://www.bawifm.org/>  
[info@bawifm.org](mailto:info@bawifm.org)

Women in Film Los Angeles  
<https://womeninfilm.org/>  
[info@wif.org](mailto:info@wif.org)

Women in Film Portland <http://wifpdx.org/>  
[whatsupwif@wifpdx.org](mailto:whatsupwif@wifpdx.org)

Women in Film Seattle  
<http://www.womeninfilmseattle.org/>  
[wif@womeninfilmseattle.org](mailto:wif@womeninfilmseattle.org)

## **NATIONAL AFFIRMATIVE ACTION:**

Asian American Journalists Association  
1182 Market Street, Suite 320  
San Francisco, CA 94102  
post@aaaja.org

Blacks in Technology  
<https://www.blacksintechology.net/>

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  
<http://www.journalismnext.com>

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

Latinos in Information Science and  
Technology Association  
<http://techlatino.org/category/latinos-in-information-sciences-and-technology-association/>

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

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

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

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>

South Asian Journalists Association  
sajajobs@gmail.com  
<http://www.saja.org>

Women of Color in Tech -  
<http://www.wocintechchat.com/>

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 (opb.org/careers), 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 Payroll Association		<a href="http://www.americanpayroll.org/job-board-2/">http://www.americanpayroll.org/job-board-2/</a>
American Payroll Association (Portland Metro Chapter)		<a href="https://apaportland.starchapter.com/members.php">https://apaportland.starchapter.com/members.php</a>
Asian American Journalists Association		<a href="http://www.aaja.org">http://www.aaja.org</a>
Asian American Journalists Association – Portland Chapter		<a href="http://www.aaja.wordpress.com">http://www.aaja.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) NW Washington		<a href="http://www.afp washington.org/">http://www.afp washington.org/</a>
The Association of Moving Image Archivists		<a href="http://www.amianet.org/">http://www.amianet.org/</a> AMIA-L@LSV.UKY.EDU
Blacks in Technology		<a href="https://www.blacksintechology.net/">https://www.blacksintechology.net/</a>
Bennett College	Ebony Kendrick	<a href="http://www.bennett.edu">http://www.bennett.edu</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>
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	heather.l.martinez@state.or.us
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
George Washington University Film School		harveyf@gwu.edu
* Goodwill Job Connection	Maggie Mashia	mmashia@gicw.org
Google+		<a href="http://www.google.com/+">www.google.com/+</a> (employee account)
Greater Public		<a href="http://greaterpublic.org/node/add/job">http://greaterpublic.org/node/add/job</a>
* Hispanic Metropolitan Chamber of Commerce		333 SW 5 <sup>th</sup> Avenue, Suite 100, Portland, OR 97204 503-222-0280 jnevarez@hmccoregon.com <a href="http://www.hmccoregon.com">http://www.hmccoregon.com</a>
Idealist		<a href="http://www.idealist.org">http://www.idealist.org</a>
IEEE		<a href="http://careers.computer.org/">http://careers.computer.org/</a>
Indiana University School of Journalism		<a href="http://www.journalism.indiana.edu">http://www.journalism.indiana.edu</a>
The International Association of Sound and Audiovisual Archives		<a href="http://www.iasa-web.org/">http://www.iasa-web.org/</a> IASALIST@NB.NO
Institute for Nonprofit Management (INPM) listserv at PSU		<a href="http://www.inpm.pdx.edu">http://www.inpm.pdx.edu</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
* Klamath Tribal Health	Laurel Robinson	3949 S. Sixth Street, Klamath Falls, OR 97603, larobinson@klm.portland.ihs.gov
* Klamath Tribes Newsletter	Sally Brandt	P.O. Box 436, Chiloquin, OR 97624 sally.brandt@klamathtribes.com
Latino Public Radio Consortium		flohernandezramos@comcast.net <a href="http://www.latinopublicradioconsortium.org">http://www.latinopublicradioconsortium.org</a>
Latinos in Information Science and Technology Association		<a href="http://techlatino.org/category/latinos-in-information-sciences-and-technology-association/">http://techlatino.org/category/latinos-in-information-sciences-and-technology-association/</a>
LinkedIn		<a href="http://www.linkedin.com/company/oregon-public-broadcasting">http://www.linkedin.com/company/oregon-public-broadcasting</a> and employee accounts

<p>LinkedIn – Groups</p>		<p><a href="http://www.linkedin.com">http://www.linkedin.com</a> Accountants in Practice; ADP - Automatic Data Processing Alumni; ADP Workforce Now - Users &amp; Associates; American Payroll Association; Asian American Journalists Association (AAJA); Broadcast &amp; Radio Professionals; Broadcast and Broadcast Technology Recruitment; Broadcast and Radio Professionals; Broadcast Media Professionals; BroadcastEngineering; Digital Asset Management; Digital Marketing: Social Media, Search, Mobile &amp; More; Find a journalist - around the world; Global Payroll Association; Hacking Journalism; HR &amp; Payroll Application Knowledge Exchange; HRIS &amp; Payroll Professional Network; Innovation Journalism; Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com; Journalist Jobs; Journalists in Transition; LinkedIn for Journalists; Mac's List; Media &amp; Entertainment Professionals; Media &amp; Marketing Professionals Worldwide; Media Diplomat; Media Jobs; Media Professionals Worldwide; National Association of Hispanic Journalists; Native American Journalists Association; Non Profit Network (nonprofit); Nonprofit &amp; Philanthropy Jobs, Powered by ImpactFlow; Nonprofit Leadership; Online reporters and editors; OPB Alumni; Oregon Association of Broadcasters; Oregon Professionals of Color; Payroll; Payroll and Related Topics; Payroll Consultants Network; Payroll Professionals; pdxMindShare - Portland's Career Community; Public Broadcasting Service Alumni; Public Radio; Social Media Marketing; Success Minded African Americans; Talking Radio; The Chronicle of Philanthropy; ThoseInMedia; UNITY: Journalists for Diversity; Willamette Valley Development Officers (WVDO); YNPN Portland</p>
<p>Mac's List</p>		<p><a href="http://www.macslist.org">http://www.macslist.org</a></p>
<p>* Marylhurst University</p>		<p><a href="mailto:lbrown@marylhurst.edu">lbrown@marylhurst.edu</a></p>



* Mary's Woods Retirement Community at Marylhurst	L. Nevius	Inevius@maryswoods.com
Media Bistro		<a href="https://www.mediabistro.com/">https://www.mediabistro.com/</a>
Medill Northwestern University		<a href="http://www.medill.northwestern.edu">http://www.medill.northwestern.edu</a>
* Mt. Hood Community College (MHCC)		mhcareer@mhcc.edu
Mosaic Meter		<a href="http://www.mosaicmetier.com/">http://www.mosaicmetier.com/</a>
* Multnomah University		careerservices@multnomah.edu
National Association of Black Journalists		<a href="http://careerservices.nabj.org">http://careerservices.nabj.org</a>
National Association of Hispanic Journalists		<a href="http://www.nahj12.com">http://www.nahj12.com</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
NW Film Center		<a href="https://nwfilm.org/">https://nwfilm.org/</a> info@nwfilm.org
New York University (NYU) Film School - Tisch School of the Arts		<a href="https://www.collegecentral.com/tisch/Employer.cfm">https://www.collegecentral.com/tisch/Employer.cfm</a>
New York University – Archives Program		<a href="http://www.nyu.edu/life/resources-and-services/career-development/employers/post-a-job.html">http://www.nyu.edu/life/resources-and-services/career-development/employers/post-a-job.html</a>
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 Commission on Black Affairs (OCBA)	Nancy Kramer	OACO.mail@oregon.gov
Oregon Film (aka The Confluence)		<a href="http://oregonconfluence.com/jobs/">http://oregonconfluence.com/jobs/</a>

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	amcclure@piccom.org <a href="http://www.piccom.org">http://www.piccom.org</a>
* Portland Community College (PCC)		<a href="http://www.pcc.edu">http://www.pcc.edu</a>
Portland State University (PSU)		<a href="http://www.pdx.edu/careers">http://www.pdx.edu/careers</a>
* Portland State University (PSU) 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>
Production Hub		<a href="https://www.productionhub.com/account/login">https://www.productionhub.com/account/login</a>
Public Radio Association of Development Officers (PRADO)		<a href="http://www.pradoweb.org">http://www.pradoweb.org</a>
Regional Arts and Culture Council (RACC)		<a href="https://www.racc.org/">https://www.racc.org/</a>
* Rehabilitation Consultants		<a href="http://www.paulsee.com">http://www.paulsee.com</a> paul@paulsee.com
Society of American Archivists		<a href="http://careers.archivists.org/employers/">http://careers.archivists.org/employers/</a>
Society of Broadcast Engineers (SBE)		<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 Professional Journalists (SPJ)		<a href="http://www.spj.org/">http://www.spj.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>
Stanford Film School		artdepartment@stanford.edu
Traffic Directors Guild of America (TDGA)		<a href="http://www.tdga.org/classified-ads">http://www.tdga.org/classified-ads</a>
* TVW, Inc.	Christie Theeler	<a href="http://www.tv-workshop.com/">http://www.tv-workshop.com/</a> ctheeler@twinc.org

Twitter - @opb		<a href="http://www.twitter.com">http://www.twitter.com</a> - #pubjobs, #nprjobs, #opb, #publicmediajobs, #mediadiversity, #thinkpublicmedia and employee accounts
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>
UCLA (School of Theater, Film and Television)		<a href="mailto:info@tft.ucla.edu">info@tft.ucla.edu</a>
UCLA (Moving Image Archive Studies)		<a href="mailto:becker@gseis.ucla.edu">becker@gseis.ucla.edu</a> ; <a href="mailto:gershon@gseis.ucla.edu">gershon@gseis.ucla.edu</a>
University of Missouri Journalism		<a href="https://www.myinterfase.com/umcolumbia/employer/jobs@uoregon.edu">https://www.myinterfase.com/umcolumbia/employer/jobs@uoregon.edu</a>
* University of Oregon (U of O)		<a href="http://career.uoregon.edu/primary-links/programs/career-counseling">http://career.uoregon.edu/primary-links/programs/career-counseling</a>
University of Portland (U of P)		<a href="http://www.up.edu">http://www.up.edu</a>
University of Wisconsin-Madison		<a href="http://www.wisc.edu">http://www.wisc.edu</a>
University of Texas Film School		<a href="https://www.myinterfase.com/hireutexas/employer/">https://www.myinterfase.com/hireutexas/employer/</a> <a href="https://moody-utexas-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0">https://moody-utexas-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0</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>
UW Museology Program		<a href="http://depts.washington.edu/uwmuse/about/contact">http://depts.washington.edu/uwmuse/about/contact</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 Film Bay Area		<a href="http://www.bawifm.org/info@bawifm.org">http://www.bawifm.org/info@bawifm.org</a>
Women in Film Los Angeles		<a href="https://womeninfilm.org/info@wif.org">https://womeninfilm.org/info@wif.org</a>
Women in Film Portland		<a href="http://wifpdx.org/whatsupwif@wifpdx.org">http://wifpdx.org/whatsupwif@wifpdx.org</a>

Women in Film Seattle		<a href="http://www.womeninfilmseattle.org/">http://www.womeninfilmseattle.org/</a> <a href="mailto:wif@womeninfilmseattle.org">wif@womeninfilmseattle.org</a>
Women of Color in Tech		<a href="http://www.wocintechchat.com/">http://www.wocintechchat.com/</a>
Women in Technology International		<a href="http://www.witi4hire.com/">http://www.witi4hire.com/</a>
Young Nonprofit Professionals of Portland		<a href="http://www.ynpnportland.org/">http://www.ynpnportland.org/</a>

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

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

- OPB joined NPR and two dozen other public media organizations from across the country to host the first ever “Public Media Village” at the 2016 joint convention of the National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) in Washington, D.C. 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 Chief Content Officer, our Vice President of Programming (oversees both TV and Radio programming), one of our Digital Producers, and our Manager of Recruitment and Benefits.
- OPB also had a booth and representative (our Manager of Recruitment and Benefits) at the 2016 Excellence In Journalism (EIJ) conference in New Orleans. This conference is a collaborative effort and includes The Radio Television Digital News Association (RTDNA), Native American Journalists Association (NAJA) and the Society of Professional Journalists (SPJ). The primary focus of EIJ is to be an educational, skills-building, career-oriented conference with high-caliber training.

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

- OPB’s Manager of Volunteer Resources visited the University of Oregon’s School of Journalism and Communications in January, talking with three classes about working in public media. She also conducted multiple faculty visits, hosted an informational session for students, and met with the staff of the student paper.
- OPB’s Manager of Volunteer Resources visited Journalism classes at Portland Community College and Mount Hood Community College to talk about working in public media and OPB’s internship opportunities for students.
- Throughout the year OPB’s Manager of Recruitment and Benefits meets with students, both individually as well as in large groups (such as Linfield College’s annual visit in January), to answer questions and provide guidance about the job search process and also to facilitate visits to OPB where students interested in media careers may spend a day onsite and sit in on in the news meetings and the production of OPB’s daily radio public-affairs talk show, “Think Out Loud.”

## **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 23 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 a paid internship 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 one Snowden intern this past year.

This year OPB is introducing a new paid Internship for Emerging Journalists, creating a public media career pathway for traditionally underrepresented individuals.

### **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, State of Wonder, 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 22 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 3 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**

- 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. As part of our efforts with both the State Department and also the ICFJ, this year OPB has worked with two journalists from 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.