



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

For the period commencing September 22, 2013 and ending September 21, 2014

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
Social Media Strategist  10/1/13	4	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org(1)</li> <li>• OPB All Staff email</li> <li>• Local AA and Referral Organizations               <ul style="list-style-type: none"> <li>○ Affiliated Tribes of Northwest Indians</li> <li>○ Asian Health and Services Center</li> <li>○ Dept. of Human Services Self Sufficiency section</li> <li>○ Goodwill Job Connection</li> <li>○ Hispanic Metropolitan Chamber of Commerce</li> <li>○ Klamath Tribal Health</li> <li>○ Klamath Tribes Newsletter</li> <li>○ Marylhurst University</li> <li>○ Mary’s Woods Retirement Community at Marylhurst</li> <li>○ Mount Hood Community College (MHCC) career counseling center</li> <li>○ Multnomah University</li> <li>○ Oregon Advocacy Commission Office (OACO)</li> <li>○ Oregon Commission on Black Affairs (OCBA)</li> <li>○ Portland Community College (PCC) career counseling center</li> </ul> </li> </ul>	OPB Website

<p>Social Media Strategist (cont.)</p>		<ul style="list-style-type: none"> <li>○ Portland State University CareerForward Database</li> <li>○ Rehabilitation Consultants</li> <li>○ TVW, Inc.</li> <li>○ University of Oregon (U of O) career counseling center</li> <li>○ Urban League of Portland</li> <li>○ Willamette University</li> <li>• Tweet by @OPB (1)</li> <li>• OPB's Facebook page</li> <li>• Craigslist - Portland</li> <li>• Portland State University (PSU)</li> <li>• Oregon State University (OSU)</li> <li>• Southern Oregon University (SOU)</li> <li>• Western Oregon University (WOU)</li> <li>• Washington State University (WSU) Vancouver JOBX</li> <li>• Community Nonprofit Research Group (CNRG)</li> <li>• Idealist.org</li> <li>• Nonprofit Association of Oregon's Job Board</li> <li>• Notified by a friend (1)</li> <li>• Simplyhired.com (aggregate site, not posted by OPB) (1)</li> </ul>	
<p>Coordinator, Human Resources</p> <p>11/1/13</p>	<p><b>9</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org (4)</li> <li>• OPB All Staff (1)</li> <li>• Local AA and Referral Organizations</li> <li>• Tweet by @OPB</li> <li>• OPB's LinkedIn page - <a href="https://www.linkedin.com/company/oregon-public-broadcasting">https://www.linkedin.com/company/oregon-public-broadcasting</a></li> <li>• LinkedIn Groups (pdxMindsShare – Portland's Career Community, Linked:HR, Mojalink – Non Profit Network, Oregon State University Network, Diversity Professionals, Oregon Professionals of Color, Success Minded African Americans, OPB Alumni, TLNT – The Business of HR, Willamette Valley Development Officers)</li> <li>• Craigslist - Portland</li> </ul>	<p>OPB All Staff email</p>

<p>Coordinator, Human Resources (cont.)</p>		<ul style="list-style-type: none"> <li>• Portland State University (PSU)</li> <li>• Oregon State University (OSU)</li> <li>• Southern Oregon University (SOU)</li> <li>• Western Oregon University (WOU)</li> <li>• University of Portland</li> <li>• Willamette University</li> <li>• Washington State University (WSU) Vancouver JOBX</li> <li>• Portland Human Resource Management Association (PHRMA) <b>(1)</b></li> <li>• Community Nonprofit Resource Group (CNRG)</li> <li>• Idealist.org</li> <li>• Nonprofit Association of Oregon job board</li> <li>• Institute for Nonprofit Management (INPM) listserv at PSU</li> <li>• Indeed.com (aggregate site, not posted by OPB) <b>(3)</b></li> <li>• Reddit (OPB employee accounts)</li> <li>• LinkedIn (OPB employee accounts)</li> </ul>	
<p>Investigative Environmental Journalist</p> <p>11/25/13</p>	<p><b>5</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(2)</b></li> <li>• OPB All Staff email</li> <li>• Local AA and Referral Organizations</li> <li>• Tweet by @OPB</li> <li>• Craigslist - Portland</li> <li>• OPB's LinkedIn page</li> <li>• LinkedIn Groups (Innovation Journalism, Journalists in Transition, Asian American Journalists Assoc.)</li> <li>• Twitter (OPB employee accounts)</li> <li>• Facebook (OPB employee accounts)</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Reddit (OPB employee account)</li> <li>• Unity Conference contacts</li> <li>• Journalismjobs.com <b>(1)</b></li> <li>• Poynter.org</li> <li>• Journalismnext.com</li> </ul>	<p>Investigative Reporters and Editors (IRE)</p>

<p>Investigative Environmental Journalist (cont.)</p>		<ul style="list-style-type: none"> <li>• Online News Association</li> <li>• OPB Earthfix colleagues at partner stations</li> <li>• Maynard Institute</li> <li>• Native American Journalists Association (NAJA)</li> <li>• Investigative Reporters and Editors (IRE) <b>(1)</b></li> <li>• Google Groups -</li> <li>• USC Annenberg School for Communications &amp; Journalism</li> <li>• UC, Berkeley, Graduate School of Journalism</li> <li>• Knight Digital Media Center</li> <li>• Indiana University School of Journalism</li> <li>• Bennett College</li> <li>• The Journalism School at Columbia University</li> <li>• Medill Northwestern University</li> <li>• Emerson College</li> <li>• USC Annenberg School for Communication &amp; Journalism jobnet</li> <li>• University of Wisconsin-Madison</li> <li>• New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication</li> <li>• Quinnipiac University</li> <li>• University of Oregon School of Journalism</li> <li>• Notified by friend <b>(1)</b></li> </ul>	
<p>Member Center Representative (2 positions)  12/30/13</p>	<p><b>11</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(4)</b></li> <li>• OPB All Staff email</li> <li>• Local AA and Referral Organizations</li> <li>• Tweet by @OPB</li> <li>• Craigslist - Portland <b>(2)</b></li> <li>• Community Nonprofit Resource Group (CNRG) <b>(1)</b></li> <li>• Idealist</li> <li>• Nonprofit Association of Oregon’s job board</li> <li>• Institute for Nonprofit Management (INPM) listserv at PSU</li> </ul>	<p>Notified by current OPB employee (1)  CNRG (1)</p>

<p>Member Center Representative (cont.)</p>		<ul style="list-style-type: none"> <li>• Willamette Valley Development Officers (WVDO)</li> <li>• Mid Valley Development Officers</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Reddit.com (OPB employee accounts)</li> <li>• OPB's Facebook page</li> <li>• Indeed.com (aggregate site) <b>(1)</b></li> <li>• Notified by a friend <b>(1)</b></li> <li>• Notified by OPB employee <b>(1)</b></li> <li>• Notified by a member of my household <b>(1)</b></li> </ul>	
<p>Digital Producer 1/6/14</p>	<p><b>11</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(6)</b></li> <li>• OPB All Staff email</li> <li>• OPB's LinkedIn</li> <li>• Tweet by @OPB #mediadiversity #pubjobs #nprjobs <b>(2)</b></li> <li>• Local AA and Referral Organizations</li> <li>• Craigslist Portland</li> <li>• Unity conference contacts</li> <li>• LinkedIn Groups (OPB Alumni, Innovation Journalism, Journalists in Transition, Find a journalist – around the world, Online reporters and editors)</li> <li>• Journalismjobs.com</li> <li>• Poynter.org</li> <li>• JournalismNext.com</li> <li>• Online News Association</li> <li>• USC Annenberg School for Communications &amp; Journalism</li> <li>• UC, Berkeley, Graduate School of Journalism</li> <li>• Knight Digital Media Center (USC Annenberg)</li> <li>• Indiana University School of Journalism</li> <li>• Bennett College</li> <li>• The Journalism School at Columbia University</li> <li>• Medill Northwestern University</li> <li>• Emerson College</li> <li>• University of Wisconsin-Madison</li> </ul>	<p>OPB Website</p>

<p>Digital Producer (cont.)</p>		<ul style="list-style-type: none"> <li>• New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication</li> <li>• Quinnipiac University</li> <li>• U of O School of Journalism aka Turnbull Center</li> <li>• Twitter (OPB employee accounts)</li> <li>• Reddit (OPB employee accounts)</li> <li>• Facebook (OPB employee accounts)</li> <li>• Notified by current OPB employee <b>(1)</b></li> <li>• Colleague from The Oregonian <b>(1)</b></li> <li>• Syracuse University Job Ops e-mail (not posted by OPB) <b>(1)</b></li> </ul>	
<p>News Blogger</p> <p>1/7/14</p>	<p><b>10</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(2)</b></li> <li>• OPB All Staff email <b>(1)</b></li> <li>• OPB’s LinkedIn <b>(1)</b></li> <li>• Tweet by @OPB #mediadiversity #pubjobs #nprjobs <b>(1)</b></li> <li>• Local AA and Referral Organizations</li> <li>• Craigslist Portland</li> <li>• Unity conference contacts</li> <li>• LinkedIn Groups (OPB Alumni, Innovation Journalism, Journalists in Transition, Find a journalist – around the world, Online reporters and editors)</li> <li>• Journalismjobs.com</li> <li>• Poynter.org</li> <li>• JournalismNext.com</li> <li>• Online News Association</li> <li>• USC Annenberg School for Communications &amp; Journalism</li> <li>• UC, Berkeley, Graduate School of Journalism</li> <li>• Knight Digital Media Center (USC Annenberg)</li> <li>• Indiana University School of Journalism</li> <li>• Bennett College</li> <li>• The Journalism School at Columbia University</li> <li>• Medill Northwestern University</li> </ul>	<p>LinkedIn</p>

<p>News Blogger (cont.)</p>		<ul style="list-style-type: none"> <li>• Emerson College</li> <li>• University of Wisconsin-Madison</li> <li>• New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication</li> <li>• Quinnipiac University</li> <li>• University of Oregon School of Journalism (Turnbull Center)</li> <li>• Twitter (OPB employee accounts)</li> <li>• Reddit (OPB employee accounts)</li> <li>• Facebook (OPB employee accounts) <b>(2)</b></li> <li>• Notified by a friend <b>(1)</b></li> <li>• Notified by current OPB employee <b>(1)</b></li> <li>• Notified by a member of SPJ <b>(1)</b></li> </ul>	
<p>Assistant Program Director</p> <p>1/21/14</p>	<p><b>7</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(2)</b></li> <li>• OPB All Staff email</li> <li>• Local AA and Referral Organizations</li> <li>• LinkedIn Groups (Public Radio, Media Jobs, Broadcast and Radio Professionals, Broadcast Media Professionals, Talking Radio, ThoseInMedia, OPB Alumni)</li> <li>• Tweet by @OPB</li> <li>• Craigslist - Portland</li> <li>• Public Radio Program Directors</li> <li>• Center for Asian American Media</li> <li>• Pacific Islanders in Communications</li> <li>• Vision Maker Media (formerly known as Native American Public Telecommunications)</li> <li>• Entertainment Careers <b>(1)</b></li> <li>• Radio World</li> <li>• Association of Independents in Radio</li> <li>• JournalismNext</li> <li>• Current Online <b>(2)</b></li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Twitter (OPB employee accounts)</li> <li>• Reddit (OPB employee accounts)</li> </ul>	<p>Notified by colleagues in public radio</p>

Assistant Program Director (cont.)		<ul style="list-style-type: none"> <li>• Prado Listserv</li> <li>• PDX Radio (OPB employee accounts)</li> <li>• NPR (forwarded by OPB employee to colleagues at NPR)</li> <li>• PRI (forwarded by OPB employee to colleagues at PRI)</li> <li>• APM (forwarded by OPB employee to colleagues at APM)</li> <li>• PRX (forwarded by OPB employee to colleagues at PRX)</li> <li>• Notified by colleagues in public radio <b>(1)</b></li> <li>• Notified by current OPB employee <b>(1)</b></li> </ul>	
Donor Engagement Associate  1/23/14	<b>13</b>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(3)</b></li> <li>• OPB All Staff email</li> <li>• Local AA and Referral Organizations</li> <li>• Tweet by @OPB</li> <li>• Craigslist - Portland</li> <li>• Craigslist San Francisco</li> <li>• Craigslist Seattle</li> <li>• Mac's List <b>(4)</b></li> <li>• LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, pdxMindShare, Public Radio, Willamette Valley Development Officers, Oregon State University Network, Mojalink, Diversity Professionals, Success Minded African Americans)</li> <li>• University of Oregon (U of O)</li> <li>• Portland State University (PSU)</li> <li>• Oregon State University (OSU)</li> <li>• Western Oregon University (WOU)</li> <li>• Willamette University</li> <li>• University of Portland (UP)</li> <li>• Community Nonprofit Resource Group (CNRG) <b>(1)</b></li> <li>• Idealist <b>(2)</b></li> <li>• Current (online only)</li> <li>• Nonprofit Association of Oregon</li> <li>• Willamette Valley Development Officers (WVDO) <b>(1)</b></li> </ul>	Mac's List



<p>Donor Engagement Associate (cont.)</p>		<ul style="list-style-type: none"> <li>• WVDO E-Blast</li> <li>• Association for Fundraising Professionals (AFP) Oregon &amp; SW Washington</li> <li>• Association for Fundraising Professionals (AFP) Washington</li> <li>• Association for Fundraising Professionals (AFP) Golden Gate</li> <li>• Reddit (OPB employee accounts)</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Twitter (OPB employee accounts)</li> <li>• Word of mouth <b>(1)</b></li> <li>• Notified by a colleague at Oregon Humanities<b>(1)</b></li> </ul>	
<p>Payroll Accountant 1/30/14</p>	<p><b>7</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(1)</b></li> <li>• OPB All Staff email</li> <li>• OPB’s LinkedIn</li> <li>• Tweet by @OPB</li> <li>• LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, pdxMindShare, Oregon State University Network, Mojalink, Success Minded African Americans, Payroll Professionals, ADP Workforce Now Users &amp; ADP Associates, Purely Payroll, American Payroll Association, HR &amp; Payroll Application Knowledge Exchange, HRIS &amp; Payroll Professional Network, HRIS &amp; Payroll Software, Payroll [subgroup of HR.com], Payroll and Related Topics, Payroll Professionals)</li> <li>• Local AA and Referral Organizations</li> <li>• Craigslist - Portland <b>(3)</b></li> <li>• Portland State University (PSU)</li> <li>• Oregon State University (OSU)</li> <li>• Southern Oregon University (SOU)</li> <li>• Western Oregon University (WOU)</li> <li>• Eastern Oregon University (EOU)</li> <li>• University of Portland (UP)</li> <li>• Mac’s List <b>(1)</b></li> </ul>	<p>Craigslist</p>

Payroll Accountant (cont.)		<ul style="list-style-type: none"> <li>• American Payroll Association (Portland Metro Chapter)</li> <li>• Reddit (OPB employee accounts)</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Referred by Worksource counselor <b>(1)</b></li> <li>• From a friend studying accounting at PSU <b>(1)</b></li> </ul>	
Reporter/Producer  2/12/14	<b>11</b>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(7)</b></li> <li>• OPB All Staff email <b>(1)</b></li> <li>• OPB’s LinkedIn</li> <li>• Tweet by @OPB #mediadiversity #pubjobs #nprjobs</li> <li>• Local AA and Referral Organizations</li> <li>• Craigslist Portland</li> <li>• Unity Conference contacts</li> <li>• LinkedIn Groups (OPB Alumni, Innovation Journalism, Journalists in Transition, Find a journalist – around the world, Online reporters and editors)</li> <li>• Journalismjobs.com</li> <li>• Poynter.org</li> <li>• JournalismNext.com</li> <li>• Online News Association</li> <li>• USC Annenberg School for Communications &amp; Journalism</li> <li>• UC, Berkeley, Graduate School of Journalism</li> <li>• Knight Digital Media Center (USC Annenberg)</li> <li>• Indiana University School of Journalism</li> <li>• Bennett College</li> <li>• The Journalism School at Columbia University</li> <li>• Medill Northwestern University</li> <li>• Emerson College</li> <li>• University of Wisconsin-Madison</li> <li>• New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication</li> <li>• Quinnipiac University</li> <li>• University of Oregon School of Journalism (Turnbull</li> </ul>	Notified by current OPB employee

Reporter/Producer (cont.)		<p>Center)</p> <ul style="list-style-type: none"> <li>• Twitter (OPB employee accounts)</li> <li>• Reddit (OPB employee accounts)</li> <li>• Facebook (OPB employee accounts)</li> <li>• Indeed.com (aggregate site not posted by OPB) <b>(1)</b></li> <li>• Notified by former OPB employee <b>(1)</b></li> <li>• Notified by current OPB employee <b>(1)</b></li> </ul>	
<p>Corporate Account Executive</p> <p>2/28/14</p>	<p><b>8</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(2)</b></li> <li>• OPB All Staff email <b>(1)</b></li> <li>• OPB’s LinkedIn <b>(2)</b></li> <li>• Tweet by @OPB</li> <li>• LinkedIn Groups (pdxMindShare – Portland’s Career Community, Media Jobs, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, OPB Alumni, Success Minded African Americans, Mac’s List, MojaLink – Non Profit &amp; Philanthropy Jobs, MojaLink – Non Profit Network, Willamette Valley Development Officers [WVDO], The Chronicle of Philanthropy)</li> <li>• Local AA and Referral Organizations</li> <li>• Craigslist - Portland</li> <li>• Portland State University (PSU)</li> <li>• Oregon State University (OSU)</li> <li>• Western Oregon University (WOU)</li> <li>• University of Portland</li> <li>• Mac’s List <b>(2)</b></li> <li>• Willamette Valley Development Officers (WVDO)</li> <li>• Community Nonprofit Resource Group (CNRG)</li> <li>• Idealist.org</li> <li>• Nonprofit Association of Oregon’s job board</li> <li>• Young Nonprofit Professionals Network (Portland)</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Reddit (OPB employee accounts)</li> <li>• PDX Radio (OPB employee accounts)</li> <li>• The Nonprofit Network</li> <li>• Notified by current OPB employee <b>(1)</b></li> </ul>	<p>LinkedIn</p>

<p>Chief Engineer, La Grande</p> <p>3/17/14</p>	<p>2</p>	<ul style="list-style-type: none"> <li>• OPB Website – <a href="http://www.opb.org">www.opb.org</a></li> <li>• OPB All Staff email</li> <li>• Local AA and Referral Organizations</li> <li>• Tweet by @OPB</li> <li>• OPB’s LinkedIn</li> <li>• LinkedIn Groups (Broadcast and Broadcast Technology Recruitment, RF Job/Engineers, Television Broadcast Technologies, Broadcast Engineering Magazine and <a href="http://broadcastengineering.com">broadcastengineering.com</a>, NPR Supporters and Listeners, Public Broadcasting Service Alumni, Public Radio)</li> <li>• Craigslist - Portland</li> <li>• Media Match</li> <li>• Glassdoor.com</li> <li>• PBS Connect</li> <li>• Latino Public Broadcasting</li> <li>• Black Public Media (National Black Programming Consortium)</li> <li>• Vision Makers/Native American Public Telecommunications</li> <li>• Pacific Islanders in Communications</li> <li>• National Association of Broadcasters</li> <li>• National Hispanic Media Coalition</li> <li>• CPB’s jobline</li> <li>• Oregon Association of Broadcasters</li> <li>• National Association of Black Journalists</li> <li>• <a href="http://Broadcastengineering.com">Broadcastengineering.com</a></li> <li>• Oregon Media Production Association (OMPA)</li> <li>• Radioworld</li> <li>• <a href="http://Entertainmentcareers.com">Entertainmentcareers.com</a></li> <li>• American Indian Science &amp; Engineering Society</li> <li>• National Action Council for Minorities in Engineering</li> <li>• National Organization of Gay and Lesbian Scientists and Technical Professionals</li> <li>• Society of Hispanic Professional Engineers</li> <li>• Women in Engineering ProActive Network</li> </ul>	<p>Notified by current OPB employee</p>
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<p>Chief Engineer, La Grande (cont.)</p>		<ul style="list-style-type: none"> <li>• Women in Technology International</li> <li>• The LaGrande Observer</li> <li>• La Grande Nickel Ads</li> <li>• Idaho Statesman</li> <li>• The Bulletin – Bend, OR</li> <li>• Corvallis Gazette - Corvallis, OR</li> <li>• Redding Record Searchlight – Redding, CA</li> <li>• Mail Tribune – Medford, OR</li> <li>• Society of Broadcast Engineers (SBE) Facebook page</li> <li>• SBE Chapter 76 Eugene &amp; Springfield</li> <li>• SBE Chapter 141 Medford</li> <li>• SBE Chapter 124 North Oregon</li> <li>• Twitter (OPB employee accounts)</li> <li>• Facebook (OPB employee accounts)</li> <li>• Reddit (OPB employee accounts)</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Notified by current OPB employee <b>(2)</b></li> </ul>	
<p>Marketing Associate, National TV Production</p> <p>3/20/14</p>	<p><b>12</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(4)</b></li> <li>• OPB All Staff email</li> <li>• Tweet by @OPB</li> <li>• OPB E-News</li> <li>• Local AA and Referral Organizations</li> <li>• OPB LinkedIn</li> <li>• LinkedIn Groups (OPB Alumni, Public Broadcasting Service Alumni, ThoseInMedia, Media &amp; Entertainment Professionals, Media Professionals Worldwide, Oregon Professionals of Color, Media Jobs, pdxMindShare – Portland’s Career Community, Public Relations and Communications Professionals, Success Minded African Americans, MojaLink – Non Profit &amp; Philanthropy Jobs, MojaLink – Non Profit Network, Oregon State University Network)</li> <li>• Craigslist - Portland <b>(2)</b></li> <li>• Craigslist Seattle</li> <li>• Nonprofit Association of Oregon’s job board</li> <li>• PDX Mindshare</li> </ul>	<p>OPB Website</p>

<p>Marketing Associate, National TV Production (cont.)</p>		<ul style="list-style-type: none"> <li>• CNRG (1)</li> <li>• Institute for Nonprofit Management (INPM) listserv at PSU Mac's List (1)</li> <li>• Young Nonprofit Professionals Network (YNPN)</li> <li>• Public Relations Society of America (PRSA) Portland Chapter</li> <li>• Public Relations Society of America (PRSA) Greater Oregon Chapter</li> <li>• University of Oregon (U of O)</li> <li>• Portland State University (PSU)</li> <li>• Oregon State University (OSU)</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Twitter (OPB employee accounts)</li> <li>• Google+ (OPB employee accounts)</li> <li>• Reddit (OPB employee accounts)</li> <li>• "Received link from...husband" (1)</li> <li>• Notified by current OPB employee (2)</li> <li>• Notified by a friend (1)</li> </ul>	
<p>Web Developer  4/28/14</p>	<p>11</p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org (2)</li> <li>• OPB All Staff email</li> <li>• OPB's LinkedIn</li> <li>• Tweet by @OPB (1)</li> <li>• Local AA and Referral Organizations</li> <li>• Craigslist - Portland (1)</li> <li>• Mac's List (2)</li> <li>• Willamette Valley Development Officers (WVDO)</li> <li>• Community Nonprofit Resource Group (CNRG)</li> <li>• Idealist.org</li> <li>• Nonprofit Association of Oregon</li> <li>• Young Nonprofit Professionals Association</li> <li>• Technology Association of Oregon (TAO)</li> <li>• Careers 2.0 by stackoverflow (3)</li> <li>• HiringThing.com</li> </ul>	<p>Twitter</p>

<p>Web Developer (cont.)</p>		<ul style="list-style-type: none"> <li>• Portland State University (PSU)</li> <li>• Oregon State University (OSU)</li> <li>• Western Oregon University (WOU)</li> <li>• Oregon Institute of Technology (OIT)</li> <li>• LinkedIn Groups (Success Minded African Americans, Oregon Professionals of Color, OPB Alumni, Public Broadcasting Service Alumni, Media Professionals Worldwide, Public Radio, Media Jobs, pdxMindShare – Portland’s Career Community, Broadcast Media Professionals, MojaLink – Non Profit &amp; Philanthropy Jobs)</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Facebook (OPB employee accounts)</li> <li>• Twitter (OPB employee accounts)</li> <li>• Reddit.com (OPB employee accounts)</li> <li>• Pacific University via OPB employee</li> <li>• Notified by a friend <b>(1)</b></li> <li>• Glassdoor.com (not posted by OPB) <b>(1)</b></li> </ul>	
<p>Skyline Site Manager 6/25/14</p>	<p><b>10</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(2)</b></li> <li>• OPB All Staff email</li> <li>• Local AA and Referral Organizations</li> <li>• Tweet by @OPB</li> <li>• Craigslist - Portland <b>(1)</b></li> <li>• OPB’s LinkedIn <b>(1)</b></li> <li>• LinkedIn Groups (OPB’s Alumni, Broadcast &amp; Broadcast Technology Recruitment, Radio Network Planning and Optimization, RF Job/Engineers, Television Broadcast Technologies, Oregon Association of Broadcasters, Success Minded African Americans, Oregon Professionals of Color)</li> <li>• CPB’s jobline</li> <li>• Oregon Association of Broadcasters</li> <li>• Society of Broadcast Engineers (SBE) Facebook</li> <li>• SBE Chapter 124 Portland <b>(2)</b></li> <li>• SBE Chapter 76 Springfield</li> <li>• SBE Chapter 124 North Oregon</li> <li>• SBE Chapter 141 Medford</li> <li>• Portland State University (PSU)</li> </ul>	<p>Notified by current OPB employee</p>

<p>Skyline Site Manager (cont.)</p>		<ul style="list-style-type: none"> <li>• Oregon State University (OSU)</li> <li>• Eastern Oregon University (EOU)</li> <li>• Oregon Institute of Technology (OIT)</li> <li>• Washington State University Vancouver</li> <li>• Radioworld.com</li> <li>• Entertainment Careers</li> <li>• Broadcasting and Cable Magazine</li> <li>• Society of Motion Picture and Television Engineers (SMPTE)</li> <li>• Notified by current OPB employee <b>(1)</b></li> <li>• Indeed.com (aggregate site not posted by OPB) <b>(1)</b></li> <li>• Notified by a colleague <b>(2)</b></li> </ul>	
<p>SW Washington Reporter/Producer</p> <p>7/28/14</p>	<p><b>8</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – www.opb.org <b>(6)</b></li> <li>• OPB All Staff email</li> <li>• Local AA and Referral Organizations</li> <li>• Tweet by @OPB</li> <li>• OPB’s LinkedIn</li> <li>• LinkedIn Groups (Journalists in Transition, Broadcast Media Professionals, Broadcast and Radio Professionals, National Association of Hispanic Journalists, Find a Journalist – Around the World, Public Broadcasting Service Alumni, Asian American Journalists Association, Native American Journalists Association, Online Reporters and Editors, ThoseInMedia, OPB Alumni, Media Professionals Worldwide, Media Jobs, LinkedIn for Journalists, Public Radio, Oregon Professionals of Color, Success Minded African Americans)</li> <li>• Craigslist Portland</li> <li>• Craigslist Seattle</li> <li>• Society of Professional Journalists (SPJ)</li> <li>• JournalismJobs.com</li> <li>• JournalismNow.com</li> <li>• National Association of Hispanic Journalists</li> <li>• Latino Public Radio Consortium</li> <li>• Asian American Journalists Association</li> <li>• Native American Journalists Association</li> <li>• National Association of Black Journalists</li> </ul>	<p>OPB Website</p>



<p>SW Washington Reporter/Producer (cont.)</p>		<ul style="list-style-type: none"> <li>• Pacific Islanders in Communications</li> <li>• American Society of News Editors</li> <li>• Poynter.org</li> <li>• JournalismNext.com</li> <li>• Online News Association (ONA)</li> <li>• Capital Press Club</li> <li>• National Newspaper Publishers Association</li> <li>• South Asian Journalists Association</li> <li>• Maynard Institute</li> <li>• USC Annenberg School for Communications and Journalism</li> <li>• USC Annenberg, Getty Arts Journalism Program</li> <li>• UC Berkeley Graduate School of Journalism/Knight Digital Media Center</li> <li>• Indiana University School of Journalism</li> <li>• Bennett College</li> <li>• The Journalism School at Columbia University</li> <li>• Medill Northwestern University</li> <li>• Emerson College</li> <li>• University of Wisconsin-Madison</li> <li>• New Media Innovation Lab at ASU Walter Cronkite School of Journalism &amp; Mass Communication</li> <li>• University of Oregon</li> <li>• University of Oregon School of Journalism</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Facebook (OPB employee accounts)</li> <li>• Twitter (OPB employee accounts)</li> <li>• Google+ (OPB employee accounts)</li> <li>• USC Annenberg Job List via OPB employee</li> <li>• Association of Independents in Radio (AIR) listserv via OPB employee</li> <li>• Reddit (OPB employee accounts)</li> <li>• PDXradio.com (OPB employee accounts)</li> <li>• Notified by current OPB employee <b>(1)</b></li> <li>• Notified by a friend <b>(1)</b></li> </ul>	
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<p>Production Resource Manager</p> <p>8/1/14</p>	<p><b>3</b></p>	<ul style="list-style-type: none"> <li>• OPB Website – <a href="http://www.opb.org">www.opb.org</a></li> <li>• OPB All Staff email <b>(1)</b></li> <li>• OPB’s LinkedIn</li> <li>• Tweet by @OPB</li> <li>• Local AA and Referral Organizations</li> <li>• Craigslist - Portland <b>(2)</b></li> <li>• Craigslist Seattle</li> <li>• LinkedIn Groups (Oregon Professionals of Color, Media Jobs, Media Professionals Worldwide, OPB Alumni, Those in Media, Broadcast Media Professionals, Broadcast and Radio Professionals, AAJA, NAHJ, PBS Alumni)</li> <li>• LinkedIn (OPB employee accounts)</li> <li>• Facebook (OPB employee accounts)</li> <li>• Twitter (OPB employee accounts)</li> </ul>	<p>OPB All Staff email</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.aaja.wordpress.com>

Asian Health and Services Center  
Christine Lau  
3430 SE Powell Blvd  
Portland, OR 97202  
[info@ahscpx.org](mailto:info@ahscpx.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  
Gary Vanallen  
[gvanallen@gicw.org](mailto:gvanallen@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)

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/>

Young Professionals of Portland  
111 SW 5th Ave, 1st Floor  
Portland, OR 97204  
503-208-5059  
[yprop.toastmasters@gmail.com](mailto:yprop.toastmasters@gmail.com)  
<http://www.yproptm.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@aja.org](mailto:post@aja.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 Hispanic Professional Engineers  
323-725-3970  
<http://national.shpe.org/>

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

South Asia Journalists Association  
[sajajobs@gmail.com](mailto:sajajobs@gmail.com)  
<http://www.saja.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>
* 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.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) Washington		<a href="http://www.afp washington.org/">http://www.afp washington.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 Independents in Radio		<a href="http://www.airmedia.org">http://www.airmedia.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>
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>
Corvallis Gazette		<a href="http://www.gazettetimes.com/jobs/">http://www.gazettetimes.com/jobs/</a>
Craigslist - Portland		<a href="http://portland.craigslist.org">http://portland.craigslist.org</a>
Craigslist – Seattle		<a href="http://seattle.craigslist.org">http://seattle.craigslist.org</a>
Craigslist – SF Bay area		<a href="http://sfbay.craigslist.org">http://sfbay.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> , and employee accounts
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	Gary VanAllen	<a href="mailto:gvanallen@gicw.org">gvanallen@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> )
Hiringthing		<a href="http://www.hiringthing.com/">http://www.hiringthing.com/</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 Stateman		<a href="http://www.idahostatesman.com/jobs/">http://www.idahostatesman.com/jobs/</a>
Idealist		<a href="http://www.idealists.org">http://www.idealists.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>
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,

		larobinson@klm.portland.ihs.gov
* Klamath Tribes Newsletter	Sally Brandt	P.O. Box 436, Chiloquin, OR 97624 sally.brandt@klamathtribes.com
LaGrande Nickel Ads		<a href="http://www.lagrandenickel.com/">http://www.lagrandenickel.com/</a>
LaGrande Observer		<a href="http://www.northeastoregonclassifieds.com/index.php?option=com_marketplace&amp;Itemid=226&amp;categoryid=479">http://www.northeastoregonclassifieds.com/index.php?option=com_marketplace&amp;Itemid=226&amp;categoryid=479</a>
Latino Public Broadcasting	Diana and Luis Gutierrez	<a href="http://www.lpbp.org">http://www.lpbp.org</a>
Latino Public Radio Consortium		flohernandezramos@comcast.net <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 & broadcastengineering.com, 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 Officers, NPR Supporters and Listeners, Public Broadcasting Service Alumni, Diversity Professionals, Broadcast and Radio Professionals, Talking Radio, Innovation Journalism, Journalists in transition, Find a

LinkedIn – Groups (cont.)		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>
Mid Valley Development Professionals		<a href="http://www.mvdp-or.wildapricot.org">http://www.mvdp-or.wildapricot.org</a>
* Mt. Hood Community College (MHCC)		<a href="mailto:mhcareer@mhcc.edu">mhcareer@mhcc.edu</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 Association 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 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>
Nonprofit Network		<a href="http://thenonprofitnetwork.org/">http://thenonprofitnetwork.org/</a>
New Media Innovation Lab at ASU Walter	Mike Wong	<a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a>



Cronkite School of Journalism & Mass Communication		
NPR		#nprjobs, #pubjobs on Twitter
Online News Association		<a href="http://www.journalists.org">http://www.journalists.org</a>
OPB twitter, website and All Staff email		@OPB, <a href="http://www.opb.org">http://www.opb.org</a> and internal all staff email
* 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)		w <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>
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	bkerr@clark.edu
Portland State University (PSU)		<a href="http://www.pdx.edu/careers">http://www.pdx.edu/careers</a>
* Portland State University (PSU) Career Forward Database	Melanie Figueroa	careerforward@pdx.edu
Poynter		<a href="http://careers.poynter.org/post.cfm">http://careers.poynter.org/post.cfm</a>
Quinnipiac University		<a href="http://www.quinnipiac.edu">http://www.quinnipiac.edu</a>
Radioworld Magazine	David Carson	<a href="http://www.rwonline.com">http://www.rwonline.com</a>
Redding Record Searchlight		<a href="http://www.redding.com/jobs">http://www.redding.com/jobs</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> lynne@paulsee.com
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.smpete.org/">https://www.smpete.org/</a>
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>
Technology Association of Oregon (TAO)		<a href="http://www.techoregon.org/">http://www.techoregon.org/</a>
Twitter - @opb		<a href="http://www.twitter.com">http://www.twitter.com</a> - #pubjobs, #nprjobs, #opb, #publicmediajobs, #mediadiversity, and employee accounts
* TVW, Inc.	Christie Theeler	<a href="http://www.tv-workshop.com/">http://www.tv-workshop.com/</a> ctheeler@twinc.org
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	pferris@uoregon.edu <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>
* 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	native@unl.edu <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 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 2014 National Association of Black Journalists (NABJ) 39<sup>th</sup> Annual Convention and Career Fair in Boston, Massachusetts. 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 HR Manager of Recruitment and Benefits.
- OPB also had a booth at the 2014 National Native Media Conference (sponsored in part by the Native American Journalists Association/NAJA). The NAJA serves and empowers Native journalists through programs and actions designed to enrich journalism and promote Native cultures. The OPB staff attending this conference and staffing the OPB booth included OPB's Director of News and Public Affairs and our HR Manager of Recruitment and Benefits

Locally, OPB had a booth at the Urban League of Portland's 21<sup>st</sup> Annual Career Connections Job Fair in April 2014. The OPB booth was staffed by OPB's HR Manager of Recruitment and Benefits.

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

OPB's Chief Content Officer visited the University of Oregon's School of Journalism and Communications in October 2013, talking with seven classes about working in public media. He also conducted multiple faculty visits.

OPB's Executive Producer of *Oregon Field Guide* continues to teach a video documentary production class at Portland State University. Students gain experience in documentary storytelling, have conversations about careers in public broadcasting and come to OPB at least once during the term for a tour.

OPB's Executive Producer of *Oregon Field Guide* also works with students from the University of Oregon in Eugene and members of the Masters program in Portland on their videos,

OPB's Manager of Recruitment and Benefits talked with student groups from two Oregon colleges in January 2014. Student groups were from Lewis & Clark College and Linfield College.

The Executive Producer of *Oregon Lens* worked with students on entries for the series that airs on OPB TV in the summer. A part of the work he does leading up to the series involves critiquing work and having conversations about career opportunities.

### **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). During this period, OPB added a new internship opportunity with our engineering team. During the past year, OPB provided 21 individuals with unpaid internship experiences. In addition to the [many unpaid internship opportunities](#) throughout the organization, OPB offers three internships with stipends and one paid internship (see below).

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 summer internship with a stipend 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 also offers two [Maynard E. Orme Internships](#) with stipends. These internships were 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 interns.

OPB has a paid internship in partnership with the Charles Snowden Foundation through their [Charles Snowden Program for Excellence in Journalism](#). OPB joined other Oregon college educators and Northwest news media organizations to give accomplished students

professional training in community journalism through 10-week summer internships. OPB was the first non-print media organization in Oregon to join this program.

### **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.

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 & 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 &

Operational Internships may provide students with experience in departments such as Development, Marketing, Engineering, Human & Volunteer Resources, Programming and more.

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)
- 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.**

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's HR Director and HR Manager of Recruitment and Benefits attended several Portland Metro Diversity Employment Network meetings. This a group formed to building strategic alliances between human resources professionals, employment and training providers, diversity and inclusion practitioners. The group serves as a resource to share best practices around diversity recruitment and on-boarding, employment opportunities, diversity training and networking events.

OPB's HR Manager of Recruitment and Benefits also attended the June 2014 Urban League of Portland's Annual Meeting to review work over the past year and discuss how to advance equity and opportunity for African Americans and other underserved Oregonians.

OPB's HR Manager of Recruitment and Benefits was a panelist at the March 2014 Young Nonprofit Professionals Network, talking about "Effective Resumes and Successful Interviews."

OPB Tour Program – tours are held for groups and individuals, providing information regarding radio and television broadcasting, at their request. For example, in March 2014, a group from the Vancouver School of Arts and Academic toured with a focus on careers and opportunities in audio engineering. This past year we gave 20 tours.

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.