

KTVZ-TV and KFXO-CD Bend, Oregon

A. Full-Time Vacancies Filled During Past Year (10/1/22 through 9/30/23)

1 Job Title:	Sales Assistant	FT	Date Opened:	6/1/2022	Date Filled:	10/6/2022
2 Job Title:	Producer	FT	Date Opened:	11/19/2021	Date Filled:	10/10/2022
3 Job Title:	MMJ	FT	Date Opened:	4/23/2022	Date Filled:	12/5/2022
4 Job Title:	MMJ	FT	Date Opened:	4/23/2022	Date Filled:	12/6/2022
5 Job Title:	MMJ	FT	Date Opened:	4/23/2022	Date Filled:	12/19/2022
6 Job Title:	News Director	FT	Date Opened:	8/26/2022	Date Filled:	12/11/2022
7 Job Title:	Weather Anchor	FT	Date Opened:	12/20/2022	Date Filled:	2/13/2023
8 Job Title:	Technical Director	FT	Date Opened:	3/24/2023	Date Filled:	3/27/2023
9 Job Title:	Producer	FT	Date Opened:	12/21/2022	Date Filled:	2/27/2023
10 Job Title:	Producer	FT	Date Opened:	12/21/2022	Date Filled:	3/13/2023
11 Job Title:	Commercial Producer	FT	Date Opened:	1/26/2023	Date Filled:	3/13/2023
12 Job Title:	Chief Engineer	FT	Date Opened:	3/13/2023	Date Filled:	4/24/2023
13 Job Title:	Technical Director	FT	Date Opened:	4/12/2023	Date Filled:	5/8/2023
14 Job Title:	MMJ	FT	Date Opened:	4/23/2022	Date Filled:	6/16/2023
15 Job Title:	Weather Reporter / MMJ	FT	Date Opened:	4/27/2023	Date Filled:	7/6/2023
16 Job Title:	Account Executive	FT	Date Opened:	12/20/2022	Date Filled:	7/17/2023
17 Job Title:	Account Executive	FT	Date Opened:	12/20/2022	Date Filled:	7/18/2023
18 Job Title:	Meteorologist	FT	Date Opened:	4/27/2023	Date Filled:	7/24/2023
19 Job Title:	Operations Supervisor	FT	Date Opened:	4/27/2023	Date Filled:	7/31/2023
20 Job Title:	Weather Reporter / MMJ	FT	Date Opened:	6/16/2023	Date Filled:	8/10/2023

B. Recruitment/Referral Sources Used to Seek Candidates for Vacancies

Source	Contact Person	Address	Tel #	Referred person hired?
Attached				

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled during the Past Year (this will be a raw number):

64

D. Total Number of Interviewees for All Full-Time Vacancies Filled during the Past Year per Recruitment/Referral Sources:

Referral Source	Contact Person	Add ress	Tel #	Number of Interviewees Referred
Indeed.com				24
KTVZ.com				9
Referrals				11
Unknown				7
Megacasting.com				1
In House				5
LinkedIn				4
Creativejobscentral.com				1
Handshake				2
Total				64
E. Outreach Activities				
		See Attached		

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled				
Job Title:				
B. Recruitment/Referral Sources				
Source	Contact	Address	Tel#	
NPGCO.com	Jenniferw@npgco.com			
KTVZ.com	KTVZ.com			
TVJobs.com	TVJobs.com			
Medialine	Medialine.com			
Worksource - OR Employment Office	Employment.Oregon.gov			
Indeed.com	Indeed.com			
Megacasting.com	Megacasting.com			
Facebook	https://www.facebook.com/KTVZ21/			
LinkedIn.com	LinkedIn.com			
SalesJobs.com	SalesJobs.com			
Central Oregon Community College	coccstudentjobs.com			
Oregon State University	oregonstate.edu/careers/			
University of Oregon	career.uoregon.edu/employers			
Washington State University	communication@wsu.edu			
Arizona State University	Corporate recruiting trip			
ABC 17 News	abc17news.com			
Oregon Association of Broadcasters	theoab.org/careers/post-job/			
Referrals	Word of mouth			
TV News Check	paul@newscheckmedia.com			
TV Technology Magazine	www.tvtechnology.com			
JournalismJobs.com	JournalismJobs.com			
TV Commercial on our station	On air commercial			
Spots & Dots	ads@spotsndots.com			
Handshake	handshake@notifications.joinhandshake.com			
Creativejobscentral.com	Creativejobscentral.com			
C. Attachments				
* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)				
* Documentation that job vacancy information was provided to requesting organizations				

[illegible]

EEO Outreach Activities 2022 2023		
Date	EEO Outreach Category	Description
November 4, 2022	Oregon State University	News Director Cathy Marshall met with faculty member Steven Sandberg to discuss the program at Oregon Network (student run media)
November 9, 2022	Comm Careers at the Capital Job Fair in Washington, DC	NPG Director of News & Marketing and Anchor from KMLZ interviewed 2023 NS 2024 graduates from Penn State University
November 29, 2022	Central Oregon Community College	News Director Cathy Marshall visits COCC to speak with Journalism students
December 7, 2022	Oregon State University	News Director Cathy Marshall is a guest on Oregon State University podcast discussing the path to a career in Journalism and employment opportunities.
January 19, 2023	Oregon State University	News Director Cathy Marshall did outreach with OSU student Andres De Los Santos to review work and offer career advise
February 24, 2023	Penn State University State College, PA	Penn State Job Expo attended by the Director of News & Marketing NPG, and Meteorologist from KRDO-TV
February 27, 2023	Arizona State University Phoenix, AZ	Job fair attended by NPG Director of Personnel, News Director NPG of Texas and News Director Gulf-California Broadcasting
March 7-8, 2023	University of Missouri Columbia, MO	Job fair attended by NPG Director of Personnel, NPG Director of News & Marketing, GM of NPG of Idaho and GM of NPG Of Missouri
March 15, 2023	Central Oregon Community College	News Director Cathy Marshall hosts studio tour for Journalism students from COCC
July 17-21, 2023	Training Program - Sales	In the sales department we trained two new AE to help guide them and take them on sales calls and help them with their first orders once they make a sale. This is in addition to the on-line training modules they must complete, and direct training from the Local Sales Manager.
August 16-28, 2023	Eric Oren training	Meteorologist John Carroll did formal training with new hire Eric Oren regarding Weather Anchor presentation and graphics.

September 11-22, 2023	Jillian Fortner training	Meteorologist John Carroll did formal training with Jillian Fortner regarding anchor presentation. Jillian was hired as a MMJ, but is learning weather.
September 27, 2023	OSU Cascades	News Director Cathy Marshall is scheduled to give Convocation address to the 250 incoming students at OSU Cascades

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title:

Operations Supervisor

Date Filled:

7/31/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				1	1	1
TVJobs.com						
Indeed.com				3		
Google search						
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown						
Word of Mouth				1		
Total				5	1	1

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Meteorologist Date Filled: 7/24/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
Indeed.com				4	3	1
Google search						
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown						
ABC 17 News						
JournalismJobs.com						
Total				4	3	1

C. Attachments

- * Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)
- * Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Account Executive (2) Date Filled: 7/17/2023
7/18/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				3	3	1
Worksource - OR Employment Office						
Indeed.com				41	3	1
Facebook						
LinkedIn.com				1		
Oregon Association of Broadcasters						
Referral				3	1	
Unknown				1		
Mediacasting.com				1	1	
Total				50	8	2

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Weather Reporter / MMJ (2) Date Filled: 7/9/2023
8/10/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				1		
KTVZ.com				1		
TVJobs.com						
Indeed.com				12	1	1
Google search						
LinkedIn.com						
In house				1	1	
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral				1	1	1
Unknown				1		
ABC 17 News						
JournalismJobs.com						
Total				17	3	2

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Technical Director Date Filled: 5/8/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
Indeed.com				16	5	
Google search						
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown				1		
On Air ad				1	1	1
JournalismJobs.com						
Total				18	6	1

C. Attachments

- * Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)
- * Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Chief Engineer Date Filled: 4/24/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
Indeed.com				2		
Google search						
LinkedIn.com						
In house				2	2	1
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown						
ABC 17 News						
JournalismJobs.com						
Total				4	2	1

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Commercial Producer Date Filled: 3/13/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				1		
KTVZ.com				1	1	1
TVJobs.com						
Indeed.com				1		
Google search / Social Media				2	2	
LinkedIn.com						
In house						
Oregon Association of Broadcasters						
Referral				1	1	
Unknown						
ABC 17 News						
JournalismJobs.com						
Total				6	4	1

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Producer Date Filled: 3/13/2023
2/27/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
Indeed.com				6	4	
Google search						1
LinkedIn.com				1	1	1
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral				1	1	
Unknown						
Creativejobscentral.com				1	1	
JournalismJobs.com						
Total				9	7	2

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Technical Director Date Filled: 3/27/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
Indeed.com						
Google search						
LinkedIn.com						
In house				1	1	1
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown						
ABC 17 News						
JournalismJobs.com						
Total				1	1	1

C. Attachments

- * Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)
- * Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Weather Anchor 12/20/2022 Date Filled: 2/13/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				1		
TVJobs.com						
Indeed.com				11	3	1
Google search						
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown						
ABC 17 News						
JournalismJobs.com						
Total				12	3	1

C. Attachments

- * Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)
- * Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title:

News Director

Date Filled:

12/11/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				8		
KTVZ.com				1		
TVJobs.com						
Indeed.com				4		
Google search						
LinkedIn.com				2		
In house				1	1	1
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral				1		
Unknown						
ABC 17 News						
JournalismJobs.com						
Total				17	1	1

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: MMJ(4) Date Filled: 12/5/2022
 12/6/2022
 12/19/2022
 6/16/2023

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				1		
KTVZ.com				13	3	2
TVJobs.com				1		
Indeed.com				38	2	
Google search				7		
LinkedIn.com				7	3	
In house						
Central Oregon Community College				1		
Oregon Association of Broadcasters						
Referral				9	6	2
Unknown				2	2	
Oregon State University				1		
JournalismJobs.com						
Handshake				2	1	
Facebook				1		
JobExpo.com				1		
On Air Ad				1		
Total				85	17	4

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: , Producer

Date Filled: 10/10/2022

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				1		
KTVZ.com				4	1	
TVJobs.com				1		
Indeed.com				5		
Google search						
LinkedIn.com				1		
In house				2		
Handshake				1	1	
Oregon Association of Broadcasters						
Referral				1	1	1
Unknown				3	2	
Arizona State University				1		
JournalismJobs.com						
Total				20	5	1

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Sales Assistant Date Filled: **10/6/2022**

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				4		
TVJobs.com						
Indeed.com				18	3	1
Google search						
LinkedIn.com				3		
On Air Ad				2		
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown				1		
Handshake				1		
Total				29	3	1

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached