KTVZ-TV and KFXO-CD Bend, Oregon

although a common and a common	o kana ang ing ing ing ing ing ing ing ing ing i				
A. Full-lime Vacar	A. Full-Time Vacancies Filled During Past Year (10/1/22 through 9/30/23)	22 Inrough	1 9/30/23)		
1 Job Title:	Sales Assistant	FT	Date Opened:	6/1/2022 Date Filled:	10/6/2022
2 Job Title:	Producer	긔	Date Opened:	11/19/2021 Date Filled:	10/10/2022
3 Job Title:	LMM	7	Date Opened:	4/23/2022 Date Filled:	12/5/2022
4 Job Title:	MMJ	긔	Date Opened:	4/23/2022 Date Filled:	12/6/2022
5 Job Title:	LMM	듸	Date Opened:	4/23/2022 Date Filled:	12/19/2022
6 Job Title:	News Director	긔	Date Opened:	8/26/2022 Date Filled:	12/11/2022
7 Job Title:	Weather Anchor	긔	Date Opened:	12/20/2022 Date Filled:	2/13/2023
8 Job Title:	Technical Director	긔	Date Opened:	3/24/2023 Date Filled:	3/27/2023
9 Job Title:	Producer	듸	Date Opened:	12/21/2022 Date Filled:	2/27/2023
10 Job Title:	Producer	긔	Date Opened:	12/21/2022 Date Filled:	3/13/2023
11 Job Title:	Commercial Producer	Ξ	Date Opened:	1/26/2023 Date Filled:	3/13/2023
12 Job Title:	Chief Engineer	7	Date Opened:	3/13/2023 Date Filled:	4/24/2023
13 Job Title:	Technical Director	7	Date Opened:	4/12/2023 Date Filled:	5/8/2023
14 Job Title:	NMJ	픠	Date Opened:	4/23/2022 Date Filled:	6/16/2023
15 Job Title:	Weather Reporter / MMJ	긔	Date Opened:	4/27/2023 Date Filled:	7/6/2023
16 Job Title:	Account Executive	픠	Date Opened:	12/20/2022 Date Filled:	7/17/2023
17 Job Title:	Account Executive	F	Date Opened:	12/20/2022 Date Filled:	7/18/2023
18 Job Title:	Meteorologist	듸	Date Opened:	4/27/2023 Date Filled:	7/24/2023
19 Job Title:	Operations Supervisor	긔	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

	Source Contact Person		B. Recruitment/Referral Sources Used to Seek Candidates for Vacancies
Attached	ess	Addr	didates for
	Tel#		Vacancies
	person hired?	Referred	

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

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

Total E. Outreach Activities	Indeed.com KTVZ.com Referrals Unknown Megacasting.com In House LinkedIn Creativejobscentral.com Handshake	Referral Source
		Contact Person
See Attached		Add
ed		Tel#
64	214517192	Number of Interviewees Referred

	KTVZ-TV Bend, Oregon		
A. Full-Time Vacancy Filled Job Title:			
B. Recruitment/Referral Sources			
	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	/	
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 i	Documentation that job vacancy information was widely disseminated (dates of on-air appropriate dated copies of all advertisements community and internet postings	o offo	
* Documentation that job vacancy	Documentation that job vacancy information was provided to requesting organizations	-	

No notification of job vacancies were n	E. Outreach Activities		(dated letters, e-mails, faxes etc.)
No notification of job vacancies were requested by any of the above recruiting sources during this time period			
ing this time			
period			

:-: 	
AILIES TOTT TOTS	
EEO Outreach Category	Description
Oregon State University	News Director Cathy Marshall met with faculty member Steven Sandberg to discuss the program at Oregon Network (student run media)
Comm Careers at the Capital Job Fair in Washington, DC	NPG Director of News & Marketing and Anchor from KMIZ interviewed 2023 NS 2024 graduates from Penn State University
Central Oregon Community College	News Director Cathy Marshall visits COCC to speak with Journalism students
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.
Oregon State University	News Director Cathy Marshall did outreach with OSU student Andres De Los Santos to review work and offer career advise
Penn State University State College, PA	Penn State Job Expo attended by the Director of News & Marketing NPG, and Meteorologist from KRDO-TV
Arizona State University Phoenix, AZ	Job fair attended by NPG Director of Personnel, News Director NPG of Texas and News Director Gulf-California Broadcasting
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
Central Oregon Community College	News Director Cathy Marshall hosts studio tour for Journalism students from COCC
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.
Eric Oren training	Meteorologist John Carroll did formal training with new hire Eric Oren regarding Weather Anchor presentation
	Date EEO Outreach Activities 2022 2023 November 4, 2022 November 9, 2022 November 29, 2022 Central Oregon State University December 7, 2022 Central Oregon Community College December 7, 2023 January 19, 2023 February 24, 2023 February 27, 2023 February 27, 2023 March 7-8, 2023 March 15, 2023 Central Oregon State University State College, PA Arizona State University Phoenix, AZ March 15, 2023 Columbia, MO March 15, 2023 Central Oregon Community College July 17-21, 2023 Training Program - Sales Eric Oren training

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

Job Title:	Operations Sup	ervisor	en e		Date Filled:	7/31/2023
3. Recruitment/Referral Source	es Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
CTVZ.com				1	1	1
ΓVJobs.com				3		
ndeed.com Google search				ა		
inkedIn.com						
n house						
Central Oregon Community Coll						
Oregon Association of Broadcas Referral	ters					
Referral Jnknown						
Word of Mouth				1		
			Total	5	1	1
			•			
AttachmentsDocumentation that job vac	oney information was	widely disser	ninated (dates of on-	air	
announcements, dated cop	ancy information was ies of all advertiseme	ents, commun	ity and in	ternet postii	ngs, etc.)	
* Documentation that job vac	ancy information was	provided to r	equesting	g organizatio	ons	
(dated letters, e-mails, faxes						

E. Outreach Activities

Job Title:	Meteorologist				Date Filled:	7/24/2023
B. Recruitment/Referral Sources	The state of the s					and the first of the second
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
ndeed.com				4	3	•
Google search						
_inkedIn.com						
n house						
Central Oregon Community College						
Oregon Association of Broadcasters Referral						
Referral Unknown						
ABC 17 News						
JournalismJobs.com						
odinanomo sociali						
			Total	4	. 3	1
C. Attachments	eri.					
* Documentation that job vacancy	information was	s widely disse	minated (dates of on-	air	
announcements, dated copies of	f all advertisem	ents. commur	nity and in	ternet postii	ngs, etc.)	
* Documentation that job vacancy						
(dated letters, e-mails, faxes etc						
•						

Job Title:	Acc	ount Executiv	/e (2)			Date Filled:	7/17/2023 7/18/2023
B. Recruitment/Referral	Sources						
Source		Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						1	
KTVZ.com					3	3	1
Worksource - OR Employr	ment Office						
Indeed.com					41	. 3	1
Facebook							
LinkedIn.com					1		
Oregon Association of Bro Referral	adcasters				3	1	
Unknown					3 1	'	
Mediacasting.com					1	1	
				Total	50	8	2
C. Attachments							
* Documentation that jo	b vacancy inform	mation was w	idely dissemi	nated (date	es of on-air	erentering than the security of the company of the	
announcements, date						etc.)	
* Documentation that jo	h waaanay infan	matian waa n	ravidad ta raa		aanizationa		

E. Outreach Activities

A. Full-Time Vacancy Filled Job Title:	Weather Repo	orter / MMJ (2)			Date Filled:	7/9/2023 8/10/2023
B. Recruitment/Referral Sources						Ž Ž
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				1		
KTVZ.com				1		
TVJobs.com						
Indeed.com				12	1	•
Google search						
LinkedIn.com						
In house				1	1	
Central Oregon Community College						
Oregon Association of Broadcasters				4	4	,
Referral				1	1	
Unknown				1		
ABC 17 News JournalismJobs.com						
JournalismJobs.com						
			Total	17	3	2
C. Attachments	Fr.					
* Documentation that job vacancy	information wa	s widely disse	minated (dates of on-	air	
announcements, dated copies of	of all advertisem	nents, commur	nity and in	ternet postir	ngs, etc.)	
* Documentation that job vacancy	information wa	s provided to	requesting	g organizatio	ons	
(dated letters, e-mails, faxes etc		· ·				

E. Outreach Activities

A. Full-Time Vacancy Filled			7			Sometimes and the second
Job Title:	Technical Dire	ector			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 Broadcaster						
Referral	3					
Unknown				1		
On Air ad				1	1	1
JournalismJobs.com						
			Total	18	6	1
C. Attachments				datas af an	oir	
* Documentation that job vacand announcements, dated copies	cy information wa	is widely disse	minated (dates of on-	all as etc)	
* Documentation that job vacand	ry information wa	s provided to	requesting	n organizatio	ns	
(dated letters, e-mails, faxes et		io provided to	roquodini	y organizatio		Avv
(aatod lottoro, o mano, laxoo of	.=.,					

E. Outreach Activities

A. Full-Time Vacancy Filled						
Job Title:	Chief Engineer				Date Filled:	4/24/2023
B. Recruitment/Referral Sour	ces					
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 Coll						
Oregon Association of Broadcas	sters					
Referral						
Unknown						
ABC 17 News						
JournalismJobs.com						
			Total	4	. 2	1
C. Attachments						
* Documentation that job vac	ancy information was	widely disser	ninated (d	ates of on-	air	
announcements, dated cop						
* Documentation that job vac	ancy information was	provided to re	equesting	organizatio	ons	
(dated letters, e-mails, faxe	s etc.)					

See Attached

E. Outreach Activities

A. Full-Time Vacancy Filled						
Job Title:	Commercial P	roducer	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				18		
* Documentation that job vacancy	information wa	s widely disse	minated (dates of on-	air	
announcements, dated copies of	f all advertisem	ents, commur	ity and in	ternet postir	ngs, etc.)	
* Documentation that job vacancy	information wa	s provided to	equesting	g organizatio	ons	
(dated letters, e-mails, faxes etc.)					

E. Outreach Activities

A. Full-Time Vacancy Filled					2010	
Job Title:	Producer	7,000			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				1	4	
Referral Unknown				ı	1	
Creativejobscentral.com				1	1	
JournalismJobs.com				•	·	
odinalomoods.com						
			Total	9	7	2
C. Attachments						
* Documentation that job vacancy						
announcements, dated copies of						
* Documentation that job vacancy (dated letters, e-mails, faxes etc		s provided to	equesting	y organizatio) IIS	
(ualeu lellers, e-mails, laxes elle	.)					

E. Outreach Activities

A. Full-Time Vacancy Filled Job Title:	Technical Dire	ector	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 Broadcaster	S					
Referral						
Unknown						
ABC 17 News						
JournalismJobs.com						
			Total	1	1	1
			A V			
C. Attachments						
* Documentation that job vacano	y information wa	s widely disse	minated (dates of on-	air	
announcements, dated copies						
* Documentation that job vacano	y information wa	s provided to	equesting	g organizatio	ons	
(dated letters, e-mails, faxes et	c.)					

E. Outreach Activities

Job Title:	Weather Anchor	12/20/2022	15 STO CONTRACT THE STORY OF THE STORY	Date Filled:	2/13/2023
B. Recruitment/Referral Sources Source	Contact Address	Tel#	Referred	Interviewed	Referral Hired
Source	Contact Address	101#	Kelelteu		incleman micu
NPGCO.com					
KTVZ.com			1		
「VJobs.com			4.4		
ndeed.com			11	3	1
Google search LinkedIn.com					
n house					
Central Oregon Community College					
Oregon Association of Broadcasters					
Referral					
Jnknown ABC 17 News					
JournalismJobs.com					
		Total	12	3	1
		- T-			
C. Attachments		and the second			
* Documentation that job vacancy					
announcements, dated copies of					
* Documentation that job vacancy	information was provided to	requesting c	rganizatior	าร	

E. Outreach Activities

A. Full-Time Vacancy Filled						
Job Title:	News Director	•			Date Filled:	12/11/2023
B. Recruitment/Referral Sources			44			
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				4		
Referral				1		
Unknown						
ABC 17 News						
JournalismJobs.com						
			Total	17	1	1
C. Attachments						
* Documentation that job vacancy	information wa	s widely disse	eminated (dates of on-	air	
announcements, dated copies of						ar
* Documentation that job vacancy	information wa	s provided to	requesting	g organizatio	ons	
(dated letters, e-mails, faxes etc	.)					

E. Outreach Activities

KTVZ-TV Bend, Oregon										
A. Full-Time Vacancy Filled										
Job Title:	MMJ(4)	markat tidak saka 1990 - Patri sementah tidak sebagai dan	the General Property of the Communication of the Co	tin om Suittleverille Hilliam det	Date Filled:	12/5/2022 12/6/2022 12/19/2022 6/16/2023				
B. Recruitment/Referral Sources						Y.				
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	2				
, A										
C. Attachments					ac la session de la compa					
* Documentation that job vacancy	information wa	as widely disse	minated (dates of on-	air					

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

A. Full-Time Vacancy Filled Job Title:	Producer	graf (C. (Antil)) Company (Company Street St			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	3					
Referral				1	1	•
Unknown				3	2	
Arizona State University				1		
JournalismJobs.com						
			Total	20	5	1
C. Attachments						
* Documentation that job vacanc announcements, dated copies	y information wa of all advertisem	is widely disse nents, commur	minated (nity and in	dates of on- ternet postir	air igs, etc.)	
* Documentation that job vacanc						

E. Outreach Activities

A. Full-Time Vacancy Filled		Property and	enifet birt			The second secon
Job Title:	Sales Assista	nt			Date Filled:	10/6/2022
B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				4		
TVJobs.com				40		4
Indeed.com				18	3	1
Google search LinkedIn.com				3		
On Air Ad				2		
Central Oregon Community College						
Oregon Association of Broadcasters	3					
Referral				4		
Unknown				1		
Handshake				'		
			Total	29	3	1
C. Attachments	and the second of				<u> </u>	
* Documentation that job vacance announcements, dated copies						
* Documentation that job vacanc		s provided to	requesting	g organizatio	ons	
(dated letters, e-mails, faxes etc	c.)					

E. Outreach Activities