

KOIN
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assistant Director of Technical Operations	1, 4-6, 9, 11-13, 18, 20-21, 23-29, 31, 33-40, 42-46	9
Meteorologist/Reporter	1, 4-6, 11-13, 18, 20-21, 23-29, 31, 33-40, 42-47	33
Managing Editor	1, 4-6, 11, 13, 18, 20-21, 23-29, 31, 33-40, 42-46	33
News Producer	1, 4-6, 11, 13-15, 18, 20-21, 23-29, 31, 33-40, 43-46	34
News Producer	1, 4-6, 11, 13-15, 18, 20-21, 23-29, 31, 33-40, 43-46	13
News Producer	1, 4-6, 11, 13-15, 18, 20-21, 23-29, 31, 33-40, 43-46	33
News Producer	1, 4-6, 11, 13-15, 18, 20-21, 23-29, 31, 33-40, 43-46	14
Executive Producer - Investigative	1, 4-6, 10-11, 13-14, 18, 21, 23-29, 31-37, 39-40, 42-44, 46	14
Reporter	1-8, 11, 13, 16-19, 21-29, 31, 34-40, 42-46	2
Assignment Editor	1, 4, 6-7, 9-13, 18, 21, 23-29, 31, 35, 37, 39-40, 42-44, 46	9
Videographer	1, 4-7, 9-11, 13-14, 18, 21, 23-29, 31-40, 42-46	33
Videographer	1, 4-7, 9-11, 13-14, 18, 21, 23-29, 31-40, 42-46	9
IT Administrator	1, 4-7, 9, 11, 13, 18, 21, 23-29, 31, 33-40, 42-46	9
Digital Content Producer	1, 4, 6-7, 10-11, 13, 18, 24-29, 31, 33, 35-43, 46	33
Ignite Director	1, 4, 6-7, 11, 13, 18, 24-29, 31, 33-35, 37-40, 42-44, 46	33
Reporter	1-2, 4, 6-7, 10-11, 13, 18, 21, 23-31, 34-37, 39-40, 42-44, 46	10
Digital Account Executive	1, 6-7, 11, 13-14, 18, 24-27, 29, 31, 33, 35, 37-43, 45-46	41
Investigative Reporter	1-2, 4, 6-7, 10-14, 18, 21, 23-29, 31-32, 34-37, 39-40, 42-44, 46	2
Administrative Asst./Receptionist	1, 5-7, 11, 18, 24-27, 29, 31, 33, 35, 37, 39-40, 42-43, 46	33
Television Maintenance Engineer	1, 4-7, 10-11, 18, 21, 23-29, 31-35, 37-40, 42-46	33
Assignment Editor	1, 4-7, 10-11, 14, 18, 21, 23-29, 31-35, 37, 39-40, 42-43, 46	10

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Assignment Editor	1, 4-6, 11, 14, 18, 21, 23-28, 31, 33-37, 39-40, 42-43, 46	33
Director	1, 4-6, 9, 11, 18, 21, 23-27, 31-37, 39-40, 42-43, 46	9
Digital Content Producer	1, 4-6, 9, 11, 18, 21, 23-28, 31-37, 39-40, 42-43, 45-46	33
Videographer	1, 4-6, 8, 11, 18, 21, 23-28, 31-34, 37-40, 42-44, 46	33
Local Sales Manager	1, 4-6, 8, 10-11, 18-19, 21, 23-28, 31-32, 34, 37, 39, 42-43, 46	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Chamber of Commerce 4300 NE Freemont Suite 220 Portland, Oregon 97213 Phone : 503 224-5794 Url : http://www.blackchamber.info Email : MWilson@RoyJay.com Roy Jay	N	0
2	Agency Referral	N	7
3	Asian Reporter 922 N. Killingsworth Suite 1A Portland, Oregon 97217 Phone : 503 283-4440 Url : http://www.asianreporter.com Career Services Manual Posting	N	0
4	Broadcast Education Assn. 1771 N Street, NW Washington, District of Columbia 200366 Url : www.beaweb.org JD Boyle Manual Posting	N	0
5	Clackamas Community College 19600 S Molalla Ave. Career Resource Center Oregon City, Oregon 97045 Phone : 503 594-6001 Url : www.clackamas.edu Pamela Johnson Manual Posting	N	0
6	Clark Community College 33 Fort Vancouver Way Vancouver, Washington 98663 Phone : 360 992-2964 Url : http://www.clark.edu Email : blisenbee@clark.edu Brianna Lisenbee	N	0
7	Craigslist Portland 222 Sutter Street 9th Floor San Francisco, California 94108-4460 Phone : 415 399-5200 Url : www.craigslist.org " Administrator Manual Posting	N	2

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8	Craigslist Seattle 222 Sutter Street San Francisco, California 94108-4460 Phone : 415 399-5200 Url : www.craigslist.org ' Administrator Manual Posting	N	0
9	Current Employee - Transfer/Promotion	N	7
10	Employee Referral	N	15
11	Governors Office of Film and Television 1001 SE Water Ave. Suite 430 Portland, Oregon 97214 Phone : 503 229-5832 Url : http://www.oregonfilm.org Email : shoot@oregonfilm.org Nathan Cherrington	N	0
12	Imatch skills Portland, Oregon 97201 Url : www.imatchskills.com Service Director Manual Posting	N	0
13	Indeed Oregon Url : www.indeed.com n/a N/A Manual Posting	N	2
14	Indeed.com	N	8
15	Internal Posting	N	1
16	JournalismJobs.com unknown Berkeley, California Phone : 313 882-3776 Administrator Administrator Manual Posting	N	0
17	JournalsimNext.com Unknown Unknown, California Phone : 703 629-0178 Url : jopurnalismNext.com Eric Lee Manual Posting	N	0

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18	Linfield College 900 SE Baker St McMinville, Oregon 97128 Url : http://www.linfield.edu Email : kmackay@linfield.edu Kristi Mackay	N	0
19	Linkedin Corporation 2029 Stierlin Ct Mountain View, California 94043 Phone : Unknown Url : www.linkedin.com " Administrator Manual Posting	N	1
20	Mac's List web based Portland, Oregon Phone : 503-477-8655 Url : https://www.macslis.org/post/ HR Department HR Department Manual Posting	N	0
21	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Phone : 323 284-5589 ' Administrator Manual Posting	N	0
22	MediaBistro 475 Park Ave South 4th FL New York, New York 10016 Phone : 212 389-2000 Url : http://www.mediabistro.com ' Administrator Manual Posting	N	0
23	Medialine P.O. Box 51900 Pacific Grove, California 93950 Phone : 800 237-8073 Mark Shilstone Manual Posting	N	0

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24	Mt Hood Community College 26000 SE Stark St. Gresham, Oregon 97030 Phone : 503 491-7432 Url : http://www.mhcc.edu Email : mhccareer@mhcc.edu Career Services	N	0
25	NABET 501 3rd St NW Washington DC, District of Columbia 20001 Phone : 202 434-1254 Url : http://www.nabetcwa.org Email : jfabrizi@cwa-union.org Jodi Fabrizio-clontz	N	0
26	Oregon Association of Broadcasters 13500 SW Pacific Hwy, 58-225 Suite 140 Portland, Oregon 97223 Url : http://www.theoab.org Email : sjohnson@theoab.org n/a n/a	N	0
27	Oregon Media Production Association 901 SE Oak St Suite 104 Portland, Oregon 97214 Phone : 503 228-8822 Url : http://www.ompa.org Email : tom@ompa.org Tom McFadden	N	0
28	Oregon State University 8 Kerr Admin Building Corvallis, Oregon 97331 Phone : 541 737-4086 Url : www.oregonstate.edu N/A N/A Manual Posting	N	0
29	Portland State University P.O. Box 851 Portland, Oregon 97207 Phone : 503 725-4950 Url : www.pdx.edu Email : turners@pdx.edu Scot Turner	N	0
30	Previous Applicant	N	1

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31	Reed College Career Services 3203 SE woodstock Blvd Portland, Oregon 97202 Phone : 503 777-7511 Url : http://www.reed.edu/career Email : career.services@reed.edu Ron Albertson	N	0
32	Rick Gevers & Associates 355 E. Ohio #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0
33	Station Website	N	34
34	TV Jobs.com P.O. Box 4226 Oceanside, California 92052 Phone : 800 374-0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	5
35	University of Missouri 76G Gannett Hall Columbia, Missouri 65211 Phone : (573)882-0373 Email : WillisB@missouri.edu Barbara G. Willis, MA, Ph.D.	N	0
36	University of Oegon School of Journalism 1787 Agate Rm 124 Eugene, Oregon 97403 Phone : 541-346-3738 Url : jcmmm.uoregon.edu Bill Morill Manual Posting	N	0
37	University of Oregon P.O. Box 3257 Eugene, Oregon 97403 Phone : 541 346-3235 Url : http://career.uoregon.edu Email : pferris@uoregon.edu Pat Ferris	N	0

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38	University of Oregon P.O. Box 3257 Eugene, Oregon 97403 Phone : 541 346-3235 Url : career.uoregon.edu Pat Ferris Manual Posting	N	0
39	University of Oregon 1217 University of Oregon Eugene, Oregon 97403 Phone : (541) 346-3201 Email : cnisser@uoregon.edu Fax : 1-541-346-5815 Charlotte Nisser	N	0
40	Urban League of Portland 10 N. Russel Portland, Oregon 97227 Phone : 503 280-2600 Ext. 640 Url : http://ulpdx.org Email : uljobs@ulpdx.org Deborah Lindsay	N	0
41	Walk In/Self-Referral	N	8
42	Warner Pacific College 2216 SW 68th Ave Portland, Oregon 97215 Phone : 503 517-1000 Url : www.warnerpacific.edu Email : rjohanson@warnerpacific.edu Rod Johanson	N	0
43	Washington Association of Broadcasters 724 Columbia St. NW Suite 310 Olympia, Washington 98501 Phone : 360 705-0774 Url : http://www.wsab.org Email : wsabjobbank@comcast.net Career Services	N	0

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44	Washington State University 14204 NE Salmon Creek Ave Vancouver, Washington 98686 Phone : 360 546-9224 Url : www.vancouver.wsu.edu Christine Lundeen Manual Posting	N	0
45	Washington State University Career Services P.O. Box 641061 Pullman, Washington 99164 Phone : 509 335-3424 Url : http://www.wsu.edu Heidi Benjamin Manual Posting	N	0
46	Washington State University Vancouver 14204 NE Salmon Creek Ave Vancouver, Washington 98686 Phone : 360 546-9224 Url : http://www.vancouver.wsu.edu/career Email : career@vancouver.wsu.edu Christine Lundeen	N	0
47	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			92

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/11/2016	Participation in events or programs sponsored by educational institutions	HR Coordinator served as interviewer to high school students at the Canby High School Mock Interviews	1	HR Coordinator
2	2/11/2016	Participation in events or programs sponsored by educational institutions	HR Coordinator attended the PSU Center for Executive & Professional Edu - Talent Acquisition, Selection and Retention training event	1	HR Coordinator
3	2/11/2016	Participation in Job Fairs	Pacific University Career Fair	1	HR Coordinator
4	4/6/2016	Participation in events sponsored by community groups	Redmond High School Station Tour - let by main anchor Jeff Gianola	1	Anchor
5	4/13/2016	Participation in events or programs sponsored by educational institutions	Boys & Girls Clubs Youth of the Year - 10 students to meet with KOIN Management to learn about careers in broadcasting and tour the station with Sports Anchor.	10	GM BA Sports Anchor News Director
6	4/25/2016	Provision of training to management	Media General Business Administrator Training Summit live on line and on phone. BA attend a four-day training session. The Business Administrators received training in HR compliance, employment and labor law relations, and other business matters.	1	Business Administrator
7	4/27/2016	Provision of training to management	2 KOIN HR employees participated in the corporate EEO training sessions.	2	HR Coordinator BA
8	4/27/2016	Participation in Job Fairs	HR Coordinator & Business Administrator met with students to promote job openings, KOIN's internship program, and provide info and advice about careers in broadcasting.	2	Business Administrator HR Coordinator
9	8/30/2016	Participation in Job Fairs	HR Coordinator met with students to promote job openings, KOIN's internship program, and provide info and advice about careers in broadcasting.	1	HR
10	9/2/2016	Participation in Job Fairs	HR Coordinator met with students to promote job openings, KOIN's internship program, and provide info and advice about careers in broadcasting.	1	HR