

KOIN

EEO PUBLIC FILE REPORT

October 1, 2014 - September 30, 2015

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
Executive Assistant	1, 7-9, 11, 15, 17, 23, 27-28, 36, 39, 42, 46, 55, 60	15
Assignment Editor	1, 8-10, 16-17, 24, 26-28, 31, 33-37, 39-44, 46-47, 51-52, 55-57, 59	46
Reporter	3, 8-10, 16-17, 24, 26-28, 31, 33, 35-36, 39-44, 46-47, 49-52, 55, 57-58	46
Producer	8-10, 16-17, 24, 26-28, 31, 33, 35-37, 39-44, 46-47, 51-52, 55-59	46
Digital Account Executive	7-10, 16-17, 24, 27-28, 31, 36, 39-47, 52, 55-57, 59	46
Producer	1, 3-4, 7-10, 16-17, 24-28, 31, 33, 35-37, 39-42, 46-47, 49-50, 52, 55, 57-59	46
Account Executive	7-10, 15, 17, 24, 26-29, 31, 34, 36, 39-43, 45-47, 51-52, 55, 57-59, 61	46
Account Executive	7-10, 15, 17, 24, 26-29, 31, 34, 36, 39-43, 45-47, 51-52, 55, 57-59, 61	13
Sales Assistant	7-10, 17, 26-28, 36, 39, 41-43, 46-47, 50, 55-57, 60	46
Web Producer	1, 3, 7-10, 16-17, 19, 24, 26-28, 31, 33-37, 39-44, 46-47, 49-52, 55-57, 59-60	46
Local Sales Manager	1, 7-10, 15, 17, 26-29, 36, 39, 42-43, 45-47, 51, 55-57, 59-60	15
Assistant News Director	1, 7-10, 16, 24-28, 35-36, 39-40, 42-44, 46-47, 50-51, 55-57, 59	46
Local Sales Assistant	3, 7-10, 15, 26-28, 36-37, 39-44, 46, 51, 55-56, 60	15
Sports Anchor *	26, 31, 46	46
Videographer	3, 7-10, 16-17, 24-27, 31, 33-37, 39-42, 46-47, 51, 55, 57, 59	46
Digital Content Producer	3, 7-10, 16-17, 24-29, 31, 33-37, 39-44, 46-47, 50-51, 55-57, 59-60	24
News Producer	3, 7, 9-10, 17, 24-25, 27, 31, 33-35, 39, 41-42, 46-47, 49, 57, 59	46
Account Executive	1, 3, 7-10, 15-17, 21, 26-28, 31-33, 35-37, 39-47, 49, 51-53, 55-60	45
Digital Account Executive	7-10, 16-17, 26-29, 31, 39, 41-47, 51, 55-57, 59	31
Sales Promotions Coordinator	7-10, 17, 24-29, 31, 33, 36, 39-44, 47, 51, 55-57, 59	33
National Sales Manager	1, 7-10, 15, 17, 27-28, 30-31, 36, 39, 41-47, 51, 55, 57, 59	15

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Creative Services Producer	1, 3, 7-9, 16, 22, 26-28, 31-33, 35-37, 39-44, 46-47, 49-52, 55-60	9
Digital Content Producer	1, 3, 7-9, 11, 16-17, 22, 26-28, 33, 35-37, 39-44, 46-47, 49-52, 55-60	11
News Video Editor	1, 3, 7-9, 16-17, 22, 26-29, 32-33, 35-37, 39-44, 46-47, 49, 51-53, 55-60	46
Reporter	1, 3, 7-8, 15-17, 20, 26-28, 32-33, 35-37, 39-44, 47, 49, 51-53, 55-60	11
Anchor/ Reporter	1-3, 7-8, 12, 14, 16, 26-28, 32-33, 35-37, 39-44, 46-47, 49, 51-60	11
Anchor/ Reporter	1-3, 7-8, 12, 14, 16, 26-28, 32-33, 35-37, 39-44, 46-47, 49, 51-60	2
Account Executive	1, 3, 6-8, 15-17, 21, 28, 32-33, 35-37, 39-44, 47, 49, 51-60	6, 13
Digital Account Executive	1, 3, 7-8, 16, 28-30, 32-33, 35-37, 39-41, 43-44, 47, 49, 51-53, 55-60	31
Sports Anchor-Reporter *	2, 16, 39-40, 51, 53, 60	2
Receptionist	3, 7, 9, 15, 32, 39, 46-47	15
Ignite Director	1, 3, 5, 7-9, 16-18, 28, 32-33, 35-37, 39-41, 43-44, 46-47, 49, 51-53, 55-60	47
Producer	1, 8-10, 13, 16, 28, 31, 36, 39-41, 43-44, 46-47, 49, 51, 56, 58-60	13
Producer	1, 8-10, 13, 16, 28, 31, 36, 39-41, 43-44, 46-47, 49, 51, 56, 58-60	13
News Video Editor	1, 5, 7-8, 16, 18, 28, 32-33, 35-41, 43-44, 46-49, 51-53, 55-60	46

* Exigent Circumstances

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	Non-Employee Referral	N	4
3	Art Institute of Portland 1122 NW Davis Portland, Oregon 97209 Phone : 503 228-6528 Url : www.artinstituteofportland.edu N/A N/A Manual Posting	N	0
4	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
5	Broadcast Education Assn. 1771 N Street, NW Washington, District of Columbia 200366 Url : www.beaweb.org JD Boyle Manual Posting	N	0
6	Career Fair	N	1
7	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

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8	Clark Community College 33 Fort Vancouver Way Vancouver, Washington 98663 Phone : 360 992-2391 Url : http://www.clark.edu Email : cjohnson@clark.edu Carolyn Johnson	N	0
9	Craigslist Portland 222 Sutter Street 9th Floor San Francisco, California 94108-4460 Phone : 415 399-5200 Url : www.craigslist.org " Administrator Manual Posting	N	12
10	Craigslist Seattle 222 Sutter Street San Francisco, California 94108-4460 Phone : 415 399-5200 Url : www.craigslist.org ' Administrator Manual Posting	N	0
11	Internal Transfer/Promotion	N	4
12	<i>Purposely Blank</i>		
13	Walk-In/Self-Referral	N	28
14	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : www.diversitysearch.com Email : sales@DiversitySearch.com Fax : (503) 221-7780 Director of Placement	N	0
15	Employee Referral	N	11
16	Governor's 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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Imatch skills Portland, Oregon 97201 Url : www.imatchskills.com Service Director Manual Posting	N	1
18	Indeed.com Url : www.indeed.com n/a Manual Posting	N	1
19	<i>Purposely Blank</i>		
20	<i>Purposely Blank</i>		
21	<i>Purposely Blank</i>		
22	Japan-American Society of Oregon 312 NW Second Ave Portland, Oregon 97209 Phone : 503 228-9411 Url : http://www.jaso.org Email : dmckeel@iaso.org unknown	N	0
23	<i>Purposely Blank</i>		
24	JournalismJobs.com unknown Berkeley, California Phone : 313 882-3776 Administrator Manual Posting	N	6
25	JournalsimNext.com Phone : 703 629-0178 Url : jopurnalismNext.com Eric Lee Manual Posting	N	0
26	KOIN Local 6 Television 222 SW Columbia St Portland, Oregon 97201 Phone : 503 464-0767 Email : tim.steele@koin.com Tim Steele	N	1

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27	LIN Internal One West Exchange St., Suite 5A Providence , Rhode Island 02903 Phone : 401 457-9525 Email : KOIN_TV@linmedia.com Dan Donohue	N	2
28	Linfield College 900 SE Baker St McMinville, Oregon 97128 Url : http://www.linfield.edu Email : kmackay@linfield.edu Kristi Mackay	N	0
29	<i>Purposely Blank</i>		
30	<i>Purposely Blank</i>		
31	Linkedin Corporation 2029 Stierlin Ct Mountain View, California 94043 Phone : Unknown Url : www.linkedin.com " Administrator Manual Posting	N	20
32	Mac's List web based Portland, Oregon Phone : Url : https://www.macslist.org/post/ HR Department HR Department Manual Posting	N	0
33	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Phone : 323 284-5589 ' Administrator Manual Posting	N	1
34	MediaBistro 475 Park Ave South 4th FL New York, New York 10016 Phone : 212 389-2000 Url : http://ww.mediabistro.com ' Administrator Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Medialine P.O. Box 51900 Pacific Grove, California 93950 Phone : 800 237-8073 Mark Shilstone Manual Posting	N	0
36	Mt Hood Community College 26000 SE Stark St. Gresham, Oregon 97030 Phone : 503 491-7432 Url : http://www.mhcc.edu Email : mhcareer@mhcc.edu Career Services	N	0
37	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
38	<i>Purposely Blank</i>		
39	Oregon Association of Broadcasters 9020 SW Washington Square RD Suite 140 Portland, Oregon 97223 Url : http://www.theoab.org Email : sjohnson@theoab.org Shannon Johnson	N	0
40	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
41	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

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42	Portland Backpage 2220 NW Quimby St Portland, Oregon 97201 Phone : 503 243-2122 Url : www.wweek.com N/A N/A Manual Posting	N	1
43	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
44	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
45	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888 884-2630 Url : www.spotsndots.com ' Administrator Manual Posting	N	6
46	Station Website: www.koin.com	N	75
47	TV Jobs.com P.O. Box 4226 Oceanside, California 92052 Phone : 800 374-0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	14
48	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	University of Oregon School of Journalism 1787 Agate Rm 124 Eugene, Oregon 97403 Phone : 541-346-3738 Url : jcpmm.uoregon.edu Bill Morill Manual Posting	N	0
50	University of Oregon 1217 University of Oregon Eugene, Oregon 97403 Phone : (541) 346-3201 Email : cnisser@uoregon.edu ; pferris@uoregon.edu Fax : 1-541-346-5815 Charlotte Nisser, Pat Ferris	N	0
51	<i>Purposely Blank</i>	N	0
52	<i>Purposely Blank</i>	N	0
53	<i>Purposely Blank</i>	N	0
54	<i>Purposely Blank</i>		

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55	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
56	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
57	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
58	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
59	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
60	<i>Purposely Blank</i>		

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
61	<i>Purposely Blank</i>		
TOTAL INTERVIEWS OVER REPORTING PERIOD:			189

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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	1/29/2015	Participation in events or programs sponsored by educational institutions	Pacific University's Spring Work & Service Fair, Forest Grove Oregon Job Fair	1	HR Coordinator
2	4/2/2015	Participation in events or programs sponsored by educational institutions	Mt. Hood Community College Diversity Career & Job Fair - "The Largest Job Fair in East County!"	2	Business Administrator HR Coordinator
3	4/21/2015	Participation in events sponsored by community groups	Boys and Girls Cups of Portland Emerging Leaders Service Leadership Forum, 5250 NE MLK Blvd.	1	President/GM
4	4/21/2015	Establishment of an intern program designed to assist members of the community	Quarterly internship program for college juniors and seniors. Internships in News, Sports and Meteorology.	3	News Director Sports EP Chief Meteorologist
5	4/22/2015	Participation in events sponsored by community groups	Reynolds School District - Post High SPIN and YTP students visit station for tour, watch the noon news in the making, meet newsroom and on-air staff.	5	Business Administrator various various
6	4/29/2015	Participation in events or programs sponsored by educational institutions	Clark College Career Fair	2	Business Administrator HR Coordinator
7	5/12/2015	Participation in events sponsored by community groups	Portland State University Center for Executive and Professional Development - Digital Marketing Student of the Year Final Presentation	1	HR Coordinator
8	5/14/2015	Participation in events or programs sponsored by educational institutions	Canby High School mock interviews	1	HR Coordinator
9	5/18/2015	Participation in events or programs sponsored by educational institutions	Lake Oswego High School Mock Interviews	1	President/GM
10	5/26/2015	Participation in events or programs sponsored by educational institutions	Portland State University - Center for Executive and Professional Education - Digital Marketing Strategies program demonstration/awards and networking event	1	HR Coordinator

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11	5/27/2015	Provide training to management personnel as to methods of ensuring EEO	At the Media General Business Administrator Summit in Indianapolis, our BA attended a two-day training session. The Business Administrators received training in HR compliance, employment & labor law relations, and other business matters.	1	Business Administrator