

**KOIN**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2013 - September 20, 2014**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Anchor Reporter	1, 5-7, 11, 17, 26-30, 32-36, 40, 44-48, 50, 52, 54-55	26
Digital Media Account Executive	1, 7, 10-11, 14, 17, 26-29, 31, 33, 35, 37-39, 44, 46-48, 50, 52, 54-55	14
Videographer	1, 5-7, 10-11, 17-18, 26-34, 36-39, 43-45, 47-48, 50, 52, 54, 56	43
Videographer	1, 5-7, 10-11, 17-18, 26-34, 36-39, 43-45, 47-48, 50, 52, 54, 56	43
Television Maintenance Engineer	1, 6-7, 12, 17-18, 26-27, 30-39, 44, 47, 50, 54-55	26
Assistant News Director	1, 7-8, 14-15, 17, 26-27, 30-33, 35-38, 41, 43-45, 48, 50, 52-55	43
Assignment Editor	1, 6-7, 10-11, 14, 17, 26-30, 32-40, 44, 47-51, 54-55	14
Reporter	1, 6-7, 10-11, 17, 26-33, 35-38, 42-45, 47-48, 50, 52, 54	43
Web Producer	1, 6-7, 10-11, 17-21, 24, 26-28, 30, 32-36, 38, 43-44, 46-47, 50, 52, 54	24
Web Producer	1, 6-7, 10-11, 17-21, 24, 26-28, 30, 32-36, 38, 43-44, 46-47, 50, 52, 54	24
Web Producer	1, 6-7, 10-11, 17-21, 24, 26-28, 30, 32-36, 38, 43-44, 46-47, 50, 52, 54	24
Anchor	12, 15, 44	44
Anchor	12, 15, 44	12
News Video Editor	1, 4, 7, 10-11, 17-18, 26-30, 32-36, 38, 40, 42, 44-47, 50-53, 55	26
Videographer	1, 4, 6-7, 11, 17-18, 26-28, 30, 32-40, 43-48, 50-55	43
Meteorologist	22, 24, 44	22
News Producer	1, 7, 10-11, 14, 17-18, 24-25, 27-33, 35-40, 44, 47-48, 50, 52-55	14
Anchor	1-2, 5-7, 9-11, 17-18, 24-27, 29-33, 35-36, 43-46, 50, 52-54	44
Receptionist	3-4, 6-7, 10, 18, 27-28, 33, 35-36, 38-39, 50-51	10
News Director	1, 10-11, 13, 16-17, 26-27, 29-32, 35-36, 40, 44, 47, 50, 52, 54	13
News Video Editor	1, 4, 6-7, 10-11, 17, 23-36, 40, 43-44, 50-52, 54	43

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	African American Chamber of Commerce 4300 NE Freemont Suite 220 Portland, Oregon 97213 Phone : 503 224-5794 Url : <a href="http://www.blackchamber.info">http://www.blackchamber.info</a> Email : TAllen@RoyJay.com Roy Jay	N	0
2	Agency Referral	N	1
3	Application already on file	N	1
4	Art Institute of Portland 1122 NW Davis Portland, Oregon 97209 Phone : 503 228-6528 Url : <a href="http://www.artinstituetes.edu">www.artinstituetes.edu</a> N/A N/A Manual Posting	N	0
5	Asian Reporter 922 N. Killingsworth Suite 1A Portland, Oregon 97217 Phone : 503 283-4440 Url : <a href="http://www.asianreporter.com">http://www.asianreporter.com</a> Career Services Manual Posting	N	0
6	Clackamas Communicaty College 19600 S Molalla Ave. Career Resource Center Oregon City, Oregon 97045 Phone : 503 594-6001 Url : <a href="http://www.clackamas.edu">www.clackamas.edu</a> Pamela Johnson Manual Posting	N	0
7	Clark Community College 33 Fort Vancouver Way Vancouver, Washington 98663 Phone : 360 992-2391 Url : <a href="http://www.clark.edu">http://www.clark.edu</a> Email : <a href="mailto:cjohnson@clark.edu">cjohnson@clark.edu</a> Carolyn Johnson	N	0
8	Consultant Referral Rick Gervers	N	1
9	Corporate Office	N	1

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10	Craigs List Portland 222 Sutter Street 9th Floor San Francisco, California 94108-4460 Phone : 415 399-5200 Url : www.craigslist.org " Administrator Manual Posting	N	14
11	Craigslist Seattle 222 Sutter Street San Francisco, California 94108-4460 Phone : 415 399-5200 Url : www.craigslist.org ' Adminstrator Manual Posting	N	0
12	Current Employee	N	2
13	Current Employee/Internal Promotion Adrienne Roark	N	1
14	Employee Referral Dean Snyder	N	21
15	Employment Agency	N	6
16	Former Employee	N	1
17	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
18	Imatch skills Portland, Oregon 97201 Url : www.imatchskills.com Service Director Manual Posting	N	0
19	Indeed.com	N	3
20	Internal Candidate	N	1
21	Internal Posting	N	2
22	Internal Transfer/Promotion Scott Blumnethal	N	1
23	Job Board	N	2

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24	JournalismJobs.com unknown Berkeley, California Phone : 313 882-3776 Administrator Administrator Manual Posting	N	8
25	JournalsimNext.com Unknown Unknown, California 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	12
27	LIN Internal One West Exchange St., Suite 5A Providence , Rhode Island 02903 Phone : 401 457-9525 Email : KOIN_TV@linmedia.com Dan Donohue	Y	1
28	Linfield College 900 SE Baker St McMinville, Oregon 97128 Url : http://www.linfield.edu Email : kmackay@linfield.edu Kristi Mackay	N	0
29	Linkedin Corporation 2029 Stierlin Ct Moutain View, California 94043 Phone : Unknown Url : www.linkedin.com " Administrator Manual Posting	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Phone : 323 284-5589 ' Administrator Manual Posting	N	0
31	MediaBistro 475 Park Ave South 4th FL New York, New York 10016 Phone : 212 389-2000 Url : <a href="http://www.mediabistro.com">http://www.mediabistro.com</a> ' Adminstrator Manual Posting	N	2
32	Medialine P.O. Box 51900 Pacific Grove, California 93950 Phone : 800 237-8073 Mark Shilstone Manual Posting	N	0
33	Mt Hood Community College 26000 SE Stark St. Gresham, Oregon 97030 Phone : 503 491-7432 Url : <a href="http://www.mhcc.edu">http://www.mhcc.edu</a> Email : <a href="mailto:mhccareer@mhcc.edu">mhccareer@mhcc.edu</a> Career Services	N	0
34	NABET 501 3rd St NW Washington DC, District of Columbia 20001 Phone : 202 434-1254 Url : <a href="http://www.nabetcwa.org">http://www.nabetcwa.org</a> Email : <a href="mailto:jfabrizi@cwa-union.org">jfabrizi@cwa-union.org</a> Jodi Fabrizio-clontz	N	0
35	OAB Oregon Association of Broadcasters 9020 SW Washington Square RD Suite 140 Portland, Oregon 97223 Url : <a href="http://www.theoab.org">http://www.theoab.org</a> Email : <a href="mailto:sjohnson@theoab.org">sjohnson@theoab.org</a> Shannon Johnson	N	0

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36	Oregon Media Production Association 901 SE Oak St Suite 104 Portland, Oregon 97214 Phone : 503 228-8822 Url : <a href="http://www.ompa.org">http://www.ompa.org</a> Email : <a href="mailto:tom@ompa.org">tom@ompa.org</a> Tom McFadden	N	0
37	Oregon State University 8 Kerr Admin Building Corvallis, Oregon 97331 Phone : 541 737-4086 Url : <a href="http://www.oregonstate.edu">www.oregonstate.edu</a> N/A N/A Manual Posting	N	0
38	Portland Back page 2220 NW Quimby St Portland, Oregon 97201 Phone : 503 243-2122 Url : <a href="http://www.wweek.com">www.wweek.com</a> N/A N/A Manual Posting	N	0
39	Portland State University P.O. Box 851 Portland, Oregon 97207 Phone : 503 725-4950 Url : <a href="http://www.pdx.edu">www.pdx.edu</a> Email : <a href="mailto:turners@pdx.edu">turners@pdx.edu</a> Scot Turner	N	0
40	Reed College Career Services 3203 SE woodstock Blvd Portland, Oregon 97202 Phone : 503 777-7511 Url : <a href="http://www.reed.edu/career">http://www.reed.edu/career</a> Email : <a href="mailto:career.services@reed.edu">career.services@reed.edu</a> Ron Albertson	N	0
41	Self Referral	N	1

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42	Spot 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	0
43	Station Website	N	10
44	TV Jobs.com P.O. Box 4226 Oceanside, California 92052 Phone : 800 374-0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	20
45	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
46	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
47	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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48	University of Oregon P.O. Box 3257 Eugene, Oregon 97403 Phone : 541 346-3235 Url : career.uoregon.edu Pat Ferris Manual Posting	N	0
49	Unknown Referral Source	N	2
50	Urban League of Portland 10 N. Russel Portland, Oregon 97227 Phone : 503 280-2600 Ext. 640 Url : http://ulpdx.org Email : DLindsay@ulpdx.org Deborah Lindsay	N	0
51	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
52	Washington Association of Broadcasters 724 Columbia St. NW Suite 310 Olympia, Washington 98501 Phone : 360 705-0774 Url : http://www.wsab.org Career Services Manual Posting	N	0
53	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



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54	Washington State University Career Services P.O. Box 641061 Pullman, Washington 99164 Phone : 509 335-3424 Url : <a href="http://www.wsu.edu">http://www.wsu.edu</a> Heidi Benjamin Manual Posting	N	0
55	Washington State University Vancouver 14204 NE Salmon Creek Ave Vancouver, Washington 98686 Phone : 360 546-9224 Url : <a href="http://www.vancouver.wsu.edu/career">http://www.vancouver.wsu.edu/career</a> Email : <a href="mailto:career@vancouver.wsu.edu">career@vancouver.wsu.edu</a> Christine Lundeen	N	0
56	Willamette Week 22020 NW Quimby St. Portland, Oregon 97210 Phone : 503 243-2122 N/A N/A Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>115</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	11/6/2013	Participation in events or programs sponsored by educational institutions	KOIN Television had a career day assisting students from the (SPIN) program. SPIN is (Students Preparing for Individualized Needs). The students were given a tour of the station and spent time with individual employees to learn about careers in broadcast media and education needed to pursue those careers.	10	Anchor Business Administrator Meteorologist Sales Assistant	0.25
2	11/6/2013	Establishment of an intern program designed to assist members of the community	KOIN has an internship program that runs all year. Students from local colleges as well as from around the country participate in the program on a quarterly basis. They usually intern with our station for approximately 10 weeks and college credit is arranged with their respective schools.	100	Business Administrator News Director Assignment Editor	1.00
3	1/29/2014	Participation in events or programs sponsored by educational institutions	KOIN Participated in the University of Portland Spring Internship Fair. from 1pm to 4pm on 1/29/14. We connected with many students and shared information about KOIN TV's internship program as well as career opportunities in Broadcast media	2	Business Administrator News Director	0.25
4	1/30/2014	Participation in events or programs sponsored by educational institutions	2014 Pacific University Spring Work and Service Fair. KOIN TV attended the 2014 job fair at Pacific University. We visited with many students sharing information on our internship program as well as careers in broadcast media.	1	Business Administrator	0.25
5	2/11/2014	Participation in Job Fairs	KOIN TV participated in this Career and Internship fair. We visited with many students regarding open positions at KOIN as well as internship opportunities.	1	Digital Director	0.25
6	2/19/2014	Participation in scholarship programs	Minority Scholarship and Training Program. Each student will receive either a one year or two year scholarship of up to \$10,000 per year, which can be used toward tuition, fee, books and room and board. In addition Lin Media will provide each student hand-on-Training through a paid internship program at one of its television stations.	115		1.00

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
7	3/4/2014	Participation in Job Fairs	KOIN participated in the Clark College Summer Job and Internship Fair on Tuesday, March 4th. Approximately 547 job seekers came through the event.	1	Digital Director	0.25
8	4/1/2014	Participation in Job Fairs	KOIN Participated in the 2014 Diversity Career and Job Fair at Mt. Hood Community College on Tuesday, April 1, 2014 from 10:00am until 2:00pm. The fair was attended by student as well as the general public.	2	Digital Director Sales Marketing Manager	0.25
9	4/14/2014	Establishment of an intern program designed to assist members of the community	KOIN has an internship program that runs all year. Students from local colleges as well as from around the country participate in the program on a quarterly basis. They usually intern with our station for approximately 10 weeks and college credit is arranged with their respective schools.	50	News Director Assorted Titles	1.00
10	8/22/2014	Participation in other activities designed by the station employment unit	We sent an executive producer to the NABJ (National Association of Black Journalist Conference on 7/31/14 - 8/2/14. We reached out to candidates about job openings and careers in broadcasting and digital media. We also reviewed resumes and critiqued reels.	1	Executive Producer	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>5.50</b>