



## **OREGON PUBLIC BROADCASTING ANNUAL EEO PUBLIC FILE REPORT**

For the period commencing September 22, 2018 and ending September 21, 2019

This report lists all full-time vacancies that were filled during the reporting period for KOAC/Corvallis, KOPB/Eugene, KETP/Enterprise, KHRV/Hood River, KOAB-FM/Bend, KOAC-FM/Astoria, KOAP/Lakeview, KOBK/Baker City, KOBN/Burns, KOGL/Gleneden Beach, KOJD/John Day, KOPB-FM/Portland, KOTD/The Dalles, KRBM/Pendleton, KTMK/Tillamook, KTVR-FM/La Grande, KOACTV/Corvallis, KOAB-TV/Bend, KTVR-TV/LaGrande, KEPB-TV/Eugene, KOPB-TV/Portland. Oregon Public Broadcasting also has employees who work at noncommercial educational Station KMHD(FM), Gresham Oregon, under an Operating Agreement with the licensee of that station that took effect as of July 1, 2009, and hires for that station by OPB are also included.

**FULL TIME VACANCIES:** (all full-time vacancies are located in Portland, OR unless noted)

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Senior Camera Operator/Editor</b>	<b>13</b>	OPB Website	<b>5</b>	Notified by current OPB employee
<b>9/26/2018</b>		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations (see organizations noted with a * in the Resource Agencies section)		
		Craigslist Portland	<b>1</b>	
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Journalism Jobs		
		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ)		
		Latino Public Radio Consortium		
		Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Association of Black Journalists (NABJ)		
		Pacific Islanders in Communications		
		Poynter.org		
		Journalism Next		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Senior Camera Operator/Editor (cont.)</b>		South Asian Journalists Association (SAJA)		
		MediaBistro/Adweek		
		Media Match		
		University of Southern California (USC) Annenberg School for Communications & Journalism		
		University of California (UC) Berkeley		
		University of California (UC) Berkeley Graduate School of Journalism		
		Knight Digital Media Center (University of California Berkeley)		
		Knight Digital Media Center (University of Southern California Annenberg)		
		Indiana University School of Journalism		
		Bennett College		
		Columbia University		
		The Journalism School at Columbia University		
		Medill Northwestern University		
		Emerson College		
		University of Wisconsin-Madison		
		New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication		
		University of Oregon (U of O) School of Journalism aka Turnbull Center		
		City University of New York (CUNY aka CCNY)		
		University of Missouri		
		National Press Photographer Association (via OPB employee)		
	Direct email to colleagues (OPB employee accounts)	1		
	Facebook via University of Southern California Film School alumni page (via OPB employee)			

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Senior Camera Operator/Editor (cont.)</b>		Facebook (OPB employee accounts)	1	
		LinkedIn (OPB employee accounts)		
		Twitter (OPB employee accounts)		
		Notified by current OPB employee	2	
		Oregon Media Production Association (OMPA) (we did not post here for this position)	2	
		notified by someone in my network	1	
<b>Member Center Representative</b> <b>10/15/2018</b>	<b>10</b>	OPB Website	1	OPB Website
		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland	3	
		Mac's List	4	
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Community Nonprofit Resource Group (CNRG)		
		Idealist		
		Institute for Nonprofit Management (INPM)		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Member Center Representative (cont.)</b>		Young Nonprofit Professionals Association (YNPN Portland)		
		Willamette Valley Development Officers (WVDO) including email to distribution list		
		Portland Community College (PCC)		
		Washington State University (WSU) Vancouver Campus		
		Facebook (OPB employee accounts)		
		LinkedIn (OPB employee accounts)	1	
		Indeed (aggregate site)	1	
<b>News Editor</b>	<b>3</b>	OPB Website		OPB All Staff email
<b>10/15/2018</b>		OPB All Staff email	2	
		OPB Staff Lounge hard copy post		
		OPB LinkedIn		
		LinkedIn Groups: OPB Alumni		
		OPB Twitter #mediadiversity #thinkpublicmedia	1	
		Local Organizations		
		Craigslist Portland		
		Craigslist Bend		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>News Editor (cont.)</b>		Greater Public		
		Journalism Jobs		
		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ)		
		Latino Public Radio Consortium		
		Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Association of Black Journalists (NABJ)		
		Pacific Islanders in Communications		
		Poynter.org		
		Journalism Next		
		Online News Association (ONA)		
		Online News Association (ONA) Big Board at 2018 Conference		
		South Asian Journalists Association (SAJA)		
		MediaBistro/Adweek		
		University of Southern California (USC) Annenberg School for Communications & Journalism		
		University of California (UC) Berkeley		
		University of California (UC) Berkeley Graduate School of Journalism		
		Knight Digital Media Center (University of California Berkeley)		
		Knight Digital Media Center (University of Southern California Annenberg)		
		Indiana University School of Journalism		
		Bennett College		
		Columbia University		
		The Journalism School at Columbia University		
		Northwestern University (Medill)		
		Emerson College		
		University of Wisconsin-Madison		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>News Editor (cont.)</b>		New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication		
		University of Oregon (U of O) School of Journalism and Communication		
		City University of New York (CUNY aka CCNY)		
		University of Missouri Journalism School		
		LinkedIn (OPB employee accounts)		
<b>Campaign &amp; Philanthropy Coordinator</b>	<b>5</b>			Willamette Valley Development Officers (WVDO) including email to distribution list
<b>11/1/2018</b>		OPB Website		
		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB LinkedIn		
		LinkedIn Groups: OPB Alumni		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland		
		Mac's List	<b>3</b>	
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
	Hispanic Metro Chamber			
	Portland State University (PSU)			
	WorkSource Oregon			
	Partners in Diversity			
	National Education Telecommunication Association (NETA)			
	Greater Public			

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Campaign &amp; Philanthropy Coordinator (cont.)</b>		Community Nonprofit Resource Group (CNRG)		
		Idealist	1	
		Institute for Nonprofit Management (INPM)		
		Young Nonprofit Professionals Association (YNPN Portland)		
		Willamette Valley Development Officers (WVDO) including email to distribution list	1	
		Portland Community College (PCC)		
		Washington State University (WSU) Vancouver Campus		
		LinkedIn (OPB employee accounts)		
<b>Media Archivist</b>	<b>10</b>	OPB Website	<b>1</b>	The Association of Moving Image Archivists
<b>11/26/2018</b>		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB LinkedIn		
		LinkedIn Groups: OPB Alumni		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
	Partners in Diversity			



Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Media Archivist (cont.)</b>		National Education Telecommunication Association (NETA)		
		Greater Public		
		Society of American Archivists	1	
		The International Association of Sound and Audiovisual Archives		
		The Association of Moving Image Archivists	1	
		Northwest Archivists		
		Western Museums Association		
		American Alliance of Museums		
		The American Library Association		
		University of California, Los Angeles (UCLA) Moving Image Archive Studies		
		New York University (NYU) Moving Image Archiving and Preservation at Tisch School of the Arts		
		University of Washington (UW) Museology		
		Oregon Library Association (via OPB employee)		
		Twitter (OPB employee accounts)		
		LinkedIn (OPB employee accounts)		
		Archives Gig (we did not post here)	3	
		Notified by a colleague	1	
	Word of mouth	1		
	Indeed (aggregate site)	2		
<b>General Assignment Reporter/Producer</b>	<b>7</b>	OPB Website	<b>2</b>	Notified by current OPB Employee
<b>1/15/2019</b>		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB LinkedIn		
		LinkedIn Groups: AAJA, Innovation Journalism, Journalism Jobs, NABJ, NAHJ, OPB Alumni, Public Radio		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
General Assignment Reporter/Producer (cont.)		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)	1	
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Journalism Jobs		
		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ)		
		Latino Public Radio Consortium		
		Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Association of Black Journalists (NABJ)		
		Pacific Islanders in Communications		
		Poynter.org		
		Journalism Next		
		Online News Association (ONA)		
		South Asian Journalists Association (SAJA)		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>General Assignment Reporter/Producer (cont.)</b>		MediaBistro/Adweek		
		University of Southern California (USC) Annenberg School for Communications & Journalism		
		University of California (UC) Berkeley		
		University of California (UC) Berkeley Graduate School of Journalism		
		Knight Digital Media Center (University of California Berkeley)		
		Knight Digital Media Center (University of Southern California Annenberg)		
		Indiana University School of Journalism		
		Bennett College		
		Columbia University		
		The Journalism School at Columbia University		
		Northwestern University (Medill)		
		Emerson College		
		University of Wisconsin-Madison Journalism School		
		New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication		
		University of Oregon (U of O) School of Journalism and Communication		
		City University of New York (CUNY aka CCNY)		
		University of Missouri Journalism School		
		Facebook groups (via OPB employee) Journalists of Color in Public Media, AAJA Radio and Podcasting, AAJA Asian American Journalists Association, NPR Intern & Krok Fellows Alumni, Public Media Innovators		
		Facebook (OPB employee accounts)		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>General Assignment Reporter/Producer (cont.)</b>		LinkedIn (OPB employee accounts)		
		Twitter (OPB employee accounts)		
		Via Radiogines (online email group of female audio journalists) (we did not post here)	1	
		Notified by current OPB employee	3	
<b>Senior Digital Video Producer</b>	<b>12</b>	OPB Website	<b>4</b>	Twitter (OPB employee accounts)
<b>1/28/2019</b>		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB LinkedIn	2	
		LinkedIn Groups: AAJA, Journalist Jobs, NABJ, NAHJ, NAJA, Online Reporters and Editors, OPB Alumni, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, Success Minded African Americans		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Senior Digital Video Producer (cont.)</b>		National Education Telecommunication Association (NETA)		
		Greater Public		
		Journalism Jobs		
		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ)		
		Latino Public Radio Consortium		
		Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Association of Black Journalists (NABJ)		
		Pacific Islanders in Communications		
		Poynter.org		
		Journalism Next		
		Online News Association (ONA)		
		South Asian Journalists Association (SAJA)		
		MediaBistro/Adweek		
		University of Southern California (USC) Annenberg School for Communications & Journalism		
		University of California (UC) Berkeley		
		University of California (UC) Berkeley Graduate School of Journalism		
		Knight Digital Media Center (University of California Berkeley)		
		Knight Digital Media Center (University of Southern California Annenberg)		
		Indiana University School of Journalism		
		Bennett College		
		Columbia University		
		The Journalism School at Columbia University		
		Northwestern University (Medill)		
		Emerson College		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Senior Digital Video Producer (cont.)</b>		University of Wisconsin-Madison Journalism School		
		New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication		
		University of Oregon School (U of O) of Journalism and Communication		
		City University of New York (CUNY aka CCNY)		
		University of Missouri Journalism School		
		University of Southern California (USC) Filmschool Facebook group (via OPB employee)		
		Direct email to colleagues (OPB employee accounts)		
		LinkedIn (OPB employee accounts)		
		Twitter (OPB employee accounts)	1	
		notified by a fellow student in the Multimedia Journalism graduate program at the Univeristy of Oregon	1	
		Glassdoor (aggregate site)	1	
		Indeed (aggregate site)	3	
<b>Media Operations Manager</b>	<b>8</b>	OPB Website	<b>4</b>	OPB Website
<b>2/19/2019</b>		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB LinkedIn	1	
		LinkedIn Groups: Digital Asset Management, OPB Alumni, Public Broadcasting Service Alumni, Public Radio		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Media Operations Manager (cont.)</b>		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Women in Technology - Portland		
		Women in Technology - National		
		Latinos in Information Science and Technology Association (LISTA)		
		Blacks in Technology		
		Society of Broadcast Engineers (SBE) (via OPB employee)		
		Engineering Technology Advisory Committee (ETAC) (via OPB employee)		
		Technology Association of Oregon (TAO)		
		Twitter (OPB employee accounts)		
		LinkedIn (OPB employee accounts)		
		Indeed (aggregate site)	2	
	Association of Moving Image Archivists (AMIA) Education Committee Jobs (we did not post here)	1		
<b>Education Reporter/Producer</b>	<b>10</b>	OPB Website	<b>2</b>	Public Media Journalists Facebook group
<b>2/25/2019</b>		OPB All Staff email		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Education Reporter/Producer (cont.)		OPB Staff Lounge hard copy post		
		OPB LinkedIn		
		LinkedIn Groups: AAJA, Journalist Jobs, NABJ, NAHJ, NAJA, Online Reporters and Editors, OPB Alumni, Public Radio		
		OPB Twitter #mediadiversity #thinkpublicmedia	3	
		Local Organizations		
		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)	1	
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Journalism Jobs		
		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ)		
		Latino Public Radio Consortium		
		Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Association of Black Journalists (NABJ)		
		Pacific Islanders in Communications		



Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Education Reporter/Producer (cont.)		Poynter.org		
		Journalism Next		
		Online News Association (ONA)		
		South Asian Journalists Association (SAJA)		
		MediaBistro/Adweek		
		University of Southern California (USC) Annenberg School for Communications & Journalism		
		University of California (UC) Berkeley		
		University of California (UC) Berkeley Graduate School of Journalism		
		Knight Digital Media Center (University of California Berkeley)		
		Knight Digital Media Center (University of Southern California Annenberg)		
		Indiana University School of Journalism		
		Bennett College		
		Columbia University		
		The Journalism School at Columbia University	1	
		Northwestern University (Medill)		
		Emerson College		
		University of Wisconsin-Madison Journalism School		
		New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication		
		University of Oregon (U of O) School of Journalism and Communication		
		City University of New York (CUNY aka CCNY)		
		University of Missouri Journalism School		
		Facebook (OPB employee accounts)		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Education Reporter/Producer (cont.)</b>		LinkedIn (OPB employee accounts)		
		Twitter (OPB employee accounts)	1	
		Notified by current OPB employee	1	
		Public Media Journalists Facebook group (we did not post here)	1	
<b>Content Support Manager</b>	<b>7</b>	OPB Website	<b>2</b>	OPB All Staff email
<b>3/1/2019</b>		OPB All Staff email	<b>1</b>	
		OPB Staff Lounge hard copy post		
		OPB LinkedIn	<b>1</b>	
		LinkedIn Groups: AAJA, Digital Asset Management, NABJ, NAHJ, NAJA, OPB Alumni		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland	<b>1</b>	
		Mac's List	<b>1</b>	
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Journalism Jobs		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Content Support Manager (cont.)</b>		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ)		
		Latino Public Radio Consortium		
		Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Association of Black Journalists (NABJ)		
		Pacific Islanders in Communications		
		Poynter.org		
		Journalism Next		
		Online News Association (ONA)		
		South Asian Journalists Association (SAJA)		
		MediaBistro/Adweek		
		University of Southern California (USC) Annenberg School for Communications & Journalism		
		University of California (UC) Berkeley		
		Knight Digital Media Center (University of California Berkeley)		
		Knight Digital Media Center (University of Southern California Annenberg)		
		Indiana University School of Journalism		
		Bennett College		
		Columbia University		
		The Journalism School at Columbia University		
		Northwestern University (Medill)		
		Emerson College		
		University of Wisconsin-Madison Journalism School		
		New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Content Support Manager (cont.)</b>		University of Oregon (U of O) School of Journalism and Communication		
		City University of New York (CUNY aka CCNY)		
		University of Missouri Journalism School		
		LinkedIn (OPB employee accounts)		
		Twitter (OPB employee accounts)		
		Indeed (aggregate site)	1	
<b>Corporate Account Executive</b>	<b>8</b>	OPB Website	1	OPB All Staff email
<b>4/8/2019</b>		OPB All Staff email	1	
		OPB Staff Lounge hard copy post		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		OPB LinkedIn		
		LinkedIn Groups: OPB Alumni, Oregon Professionals of Color, Success Minded African Americans		
		Local Organizations		
		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Think Public Media		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Corporate Account Executive (cont.)</b>		Idealist	1	
		Institute for Nonprofit Management (INPM)		
		Young Nonprofit Professionals Association (YNPN Portland)		
		Willamette Valley Development Officers (WVDO) including email to distribution list	1	
		Portland Ad Federation (via OPB employee)		
		Portland Community College (PCC)		
		Washington State University (WSU) Vancouver Campus		
		Willamette MBA program		
		LinkedIn (OPB employee accounts)		
		Twitter (OPB employee accounts)		
		Indeed (aggregate site)	2	
		Unknown - did not answer question	2	
	<b>Project Manager</b> <b>5/6/2019</b>	<b>4</b>	OPB Website	
		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB LinkedIn		
		LinkedIn Groups: OPB Alumni, Oregon Professionals of Color, Success Minded African Americans		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland		
		Mac's List	1	
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Project Manager (cont.)</b>		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Women in Technology - Portland		
		Blacks in Technology		
		Portland Community College (PCC)		
		Clackamas Community College (CCC)		
		Technology Association of Oregon (TAO)		
		Twitter (OPB employee accounts)		
		LinkedIn (OPB employee accounts)		
		Indeed (aggregate site)	3	
<b>Payroll Accountant</b> <b>6/3/2019</b>	<b>6</b>	OPB Website		Craigslist Portland
		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB LinkedIn		
		LinkedIn Groups: Accountants in Practice, OPB Alumni, Oregon Professionals of Color		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland	1	
		Mac's List	1	
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Portland State University (PSU)		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Payroll Accountant (cont.)</b>		WorkSource Oregon	<b>1</b>	
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		American Payroll Association (National Chapter)		
		Accounting.com		
		Institute of Management Accountants		
		Idealist		
		Young Nonprofit Professionals Association (YNPN Portland)		
		Oregon State University (OSU)		
		Southern Oregon University (SOU)		
		Western Oregon University (WOU)		
		Eastern Oregon University (EOU)		
		University of Portland (U of P)		
		Clark College		
		Washington State University (WSU) Vancouver Campus		
		LinkedIn (OPB employee accounts)		
	Indeed (aggregate site)	<b>3</b>		
<b>IT Director</b>	<b>6</b>	OPB Website	<b>1</b>	OPB Website
<b>6/10/2019</b>		OPB All Staff email		
		OPB LinkedIn		
		LinkedIn Groups: OPB Alumni, Oregon Professionals of Color, pdxMindShare, Public Broadcasting Service Alumni, Success Minded African Americans		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>IT Director (cont.)</b>		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Technology Association of Oregon (TAO)		
		Direct email to colleagues (OPB employee accounts)		
		LinkedIn (OPB employee accounts)		
		Indeed (aggregate site)	4	
	Glassdoor (aggregate site)	1		
<b>Business Reporter</b>	<b>10</b>	OPB Website	2	OPB All Staff email
<b>6/17/2019</b>		OPB All Staff email	1	
		OPB Staff Lounge hard copy post		
		OPB LinkedIn	1	
		LinkedIn Groups: AAJA, NABJ, NAHJ, NAJA, Oregon Professionals of Color, OPB Alumni		
		OPB Twitter #mediadiversity #thinkpublicmedia	2	
		Local Organizations		
		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		



Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Business Reporter (cont.)</b>		University of Oregon (U of O)		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Journalism Jobs	1	
		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ)		
		Latino Public Radio Consortium		
		Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Association of Black Journalists (NABJ)		
		Pacific Islanders in Communications		
		Poynter.org		
		Journalism Next		
		Online News Association (ONA)		
		South Asian Journalists Association (SAJA)		
		MediaBistro/Adweek		
		University of Southern California (USC) Annenberg School for Communications & Journalism		
		University of California (UC) Berkeley		
		University of California (UC) Berkeley Graduate School of Journalism		
		Knight Digital Media Center (University of California Berkeley)		
		Knight Digital Media Center (University of Southern California Annenberg)		
		Indiana University School of Journalism		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Business Reporter (cont.)</b>		Bennett College		
		Columbia University		
		The Journalism School at Columbia University		
		Northwestern University (Medill)		
		Emerson College		
		University of Wisconsin-Madison Journalism School		
		New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication		
		University of Oregon (U of O) School of Journalism and Communication		
		City University of New York (CUNY aka CCNY)		
		University of Missouri Journalism School		
		Latinas in Journalism Facebook group (via OPB employee)		
		Radio Women Rule the World Facebook group (via OPB employee)		
		Facebook (OPB employee accounts)		
		LinkedIn (OPB employee accounts)		
		Twitter (OPB employee accounts)	1	
	Notified by current OPB employee	1		
	Notified by former colleague	1		
<b>Corporate Support Coordinator</b>	<b>2</b>	OPB Website	1	OPB Website
<b>7/8/2019</b>		OPB All Staff email	1	
		OPB Staff Lounge hard copy post		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		OPB LinkedIn		
		LinkedIn Groups: OPB Alumni		
		Local Organizations		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Corporate Support Coordinator (cont.)</b>		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Think Public Media		
		Idealist		
		Institute for Nonprofit Management (INPM)		
		Young Nonprofit Professionals Association (YNPN Portland)		
		Willamette Valley Development Officers (WVDO) including email to distribution list		
		Portland Ad Federation (via OPB employee)		
		Portland Community College (PCC)		
	Washington State University (WSU) Vancouver Campus			
	Linfield College (via OPB employee)			
	LinkedIn (OPB employee accounts)			
<b>Breaking News/General Assignment Reporter</b>	<b>8</b>	OPB Website	<b>1</b>	Via editor at NPR
<b>7/17/2019</b>		OPB All Staff email	<b>1</b>	

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Breaking News/General Assignment Reporter (cont.)		OPB LinkedIn		
		LinkedIn Groups: AAJA, Innovation Journalism, Journalist Jobs, Journalists in Transition, NABJ, NAHJ, NAJA, Public Radio, OPB Alumni		
		OPB Twitter #mediadiversity #thinkpublicmedia	2	
		Local Organizations		
		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Journalism Jobs		
		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ)		
		Latino Public Radio Consortium		
		Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Association of Black Journalists (NABJ)		
		Pacific Islanders in Communications		
		Poynter.org		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Breaking News/General Assignment Reporter (cont.)</b>		Journalism Next		
		Online News Association (ONA)		
		MediaBistro/Adweek		
		University of Southern California (USC) Annenberg School for Communications & Journalism		
		University of California (UC) Berkeley		
		Knight Digital Media Center (University of California Berkeley)		
		Knight Digital Media Center (University of Southern California Annenberg)		
		Indiana University School of Journalism		
		Bennett College		
		Columbia University		
		The Journalism School at Columbia University		
		Northwestern University (Medill)		
		Emerson College		
		University of Wisconsin-Madison Journalism School		
		New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication		
		University of Oregon (U of O) School of Journalism and Communication		
		City University of New York (CUNY aka CCNY)		
		University of Missouri Journalism School		
		Direct email to colleagues (OPB employee accounts)		
		Facebook (OPB employee accounts)		
		LinkedIn (OPB employee accounts)		
		Twitter (OPB employee accounts)		
		Via NPR Next Generation Radio	1	

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Breaking News/General Assignment Reporter (cont.)</b>		Indeed (aggregate site)	1	
		Journalists of Color Slack channel (we did not post here)	1	
		Via editor at NPR	1	
<b>Technical Director/Audio Engineer</b>	<b>4</b>	OPB Website	<b>3</b>	OPB Website
<b>8/28/2019</b>		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB LinkedIn		
		LinkedIn Groups: OPB Alumni, Public Radio, Success Minded African Americans		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		Local Organizations		
		Craigslist Portland		
		Mac's List		
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
		WorkSource Oregon		
		Partners in Diversity		
		National Education Telecommunication Association (NETA)		
		Greater Public		
		Oregon Association of Broadcasters (OAB)		
		Oregon Media Production Association (OMPA)		

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Technical Director/Audio Engineer (cont.)</b>		Oregon State University (OSU)		
		Linfield College		
		Pacific Lutheran University (PLU)		
		Washington State University (WSU) Vancouver Campus		
		Technology Association of Oregon (TAO)		
		Direct email to colleagues (OPB employee accounts)		
		Facebook (OPB employee accounts)		
		LinkedIn (OPB employee accounts)		
		Twitter (OPB employee accounts)		
		Glassdoor (aggregate site)	1	
<b>Member Center Representative 9/16/2019</b>	13	OPB Website	2	Mac's List
		OPB All Staff email		
		OPB Staff Lounge hard copy post		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		OPB LinkedIn		
		LinkedIn Groups: Oregon Professionals of Color		
		Local Organizations		
		Craigslist Portland		
		Mac's List	1	
		Nonprofit Association of Oregon		
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting (CPB)		
		University of Oregon (U of O)		
		Hispanic Metro Chamber		
		Portland State University (PSU)		
WorkSource Oregon		1		
Partners in Diversity				

Job Title and Hire Date	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Member Center Representative (cont.)</b>		National Education Telecommunication Association (NETA)		
		Greater Public		
		Idealist	1	
		Institute for Nonprofit Management (INPM)		
		Young Nonprofit Professionals Association (YNPN Portland)		
		Willamette Valley Development Officers (WVDO) including email to distribution list	1	
		Portland Community College (PCC)		
		Washington State University (WSU) Vancouver Campus		
		Direct email to colleagues (OPB employee accounts)	1	
		LinkedIn (OPB employee accounts)		
		Indeed (aggregate site)	6	



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<b>Source</b>	<b>Contact</b>	<b>Contact Information</b>
Accounting.com		<a href="http://www.accounting.com/jobs/submit-a-job/">http://www.accounting.com/jobs/submit-a-job/</a> or email <a href="mailto:info@accounting.com">info@accounting.com</a>
<b>*Affiliated Tribes of Northwest Indians</b>		<a href="mailto:atni@atntribes.org">atni@atntribes.org</a>
<b>*AHSC (Asian Health Services Center)</b>		<a href="mailto:info@ahscpdx.org">info@ahscpdx.org</a>
American Alliance of Museums		<a href="http://ww2.aam-us.org/jobtargetlogin">http://ww2.aam-us.org/jobtargetlogin</a>
American Payroll Association (National Chapter)		<a href="http://www.americanpayroll.org/job-board-2/">http://www.americanpayroll.org/job-board-2/</a>
Asian American Journalists Association (AAJA)		<a href="https://aaja.nationbuilder.com/login">https://aaja.nationbuilder.com/login</a>
Bennett College	Ebony Kendrick	<a href="mailto:ekendrick@bennett.edu">ekendrick@bennett.edu</a>
Blacks in Technology		<a href="https://www.blacksintechology.net/submit-a-job/">https://www.blacksintechology.net/submit-a-job/</a>
City University of New York (CUNY aka CCNY)		<a href="https://ccny-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0">https://ccny-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0</a>
Clackamas Community College (CCC)		<a href="https://www.collegecentral.com/clackamas">https://www.collegecentral.com/clackamas</a>
Clark College		<a href="https://clark-csm.symplicity.com/employers/index.php?s=home">https://clark-csm.symplicity.com/employers/index.php?s=home</a>
Columbia Journalism School		<a href="https://journalism-columbia-csm.symplicity.com/employers/">https://journalism-columbia-csm.symplicity.com/employers/</a>
Community Nonprofit Resource Group (CNRG)		<a href="https://www.cnrg-portland.org/post">https://www.cnrg-portland.org/post</a>
Corporation for Public Broadcasting (CPB)		<a href="http://www.cpb.org/user">http://www.cpb.org/user</a>
Craigslist Bend		<a href="https://bend.craigslist.org/">https://bend.craigslist.org/</a>
Craigslist Portland		<a href="https://portland.craigslist.org/">https://portland.craigslist.org/</a>
<b>*Dept of Human Services Self Sufficiency section</b>	Heather Martinez	<a href="mailto:heather.l.martinez@state.or.us">heather.l.martinez@state.or.us</a>
Eastern Oregon University (EOU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Emerson College		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Engineering Technology Advisory Committee (ETAC)		Shared by OPB staff member
Facebook (OPB and KMHD)		<a href="http://www.facebook.com">http://www.facebook.com</a> , <a href="http://www.facebook.com/opb">http://www.facebook.com/opb</a> , <a href="http://www.facebook.com/kmhd">http://www.facebook.com/kmhd</a> , <a href="http://www.facebook.com/opbmusic">http://www.facebook.com/opbmusic</a> and employee accounts
<b>*Goodwill</b>	Maggie Mashia	<a href="mailto:mmashia@gicw.org">mmashia@gicw.org</a>
Greater Public		<a href="http://greaterpublic.org/node/add/job">http://greaterpublic.org/node/add/job</a>
<b>*Hispanic Chamber of Commerce</b>		<a href="mailto:jnevarez@hmccoregon.com">jnevarez@hmccoregon.com</a>
Hispanic Metro Chamber		<a href="https://hmccoregon.com/business/job-board/">https://hmccoregon.com/business/job-board/</a>
Idealist		<a href="https://www.idealist.org/login">https://www.idealist.org/login</a>
Indiana University School of Journalism		<a href="https://www.myinterfase.com/indiana-journalism/employer/">https://www.myinterfase.com/indiana-journalism/employer/</a>
Institute for Nonprofit Management (INPM)	Erin Elliot	<a href="mailto:inpm@pdx.edu">inpm@pdx.edu</a>
Institute of Management Accountants (aka Association of Accountants and Financial Professionals in Business)		<a href="https://jobs.imanet.org/employer/pricing/">https://jobs.imanet.org/employer/pricing/</a>
Journalism Jobs		<a href="https://www.journalismjobs.com/login_employer">https://www.journalismjobs.com/login_employer</a>
Journalism Next		<a href="https://www.journalismnext.com/emplogin.cfm">https://www.journalismnext.com/emplogin.cfm</a>
<b>*Klamath Tribal Health</b>	Charlene Hescoock	<a href="mailto:charlene.hescoock@klm.portland.ihs.gov">charlene.hescoock@klm.portland.ihs.gov</a>

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<b>Source</b>	<b>Contact</b>	<b>Contact Information</b>
<b>*Klamath Tribes Newsletter</b>	Sally Brandt	<a href="mailto:sally.brandt@klamathtribes.com">sally.brandt@klamathtribes.com</a>
Knight Digital Media Center (University of California Berkeley)	Vicki Hammarstedt and Pam Gleason	<a href="http://multimedia.journalism.berkeley.edu/">http://multimedia.journalism.berkeley.edu/</a> , <a href="mailto:vhammarstedt@berkeley.edu">vhammarstedt@berkeley.edu</a> , <a href="mailto:pgleason@berkeley.edu">pgleason@berkeley.edu</a>
Knight Digital Media Center (University of Southern California Annenberg)	Vikki Porter	<a href="mailto:vporter@usc.edu">vporter@usc.edu</a>
Latino Public Radio Consortium	Magaly Rivera and Anahí Lazarte	<a href="mailto:mag@latinopublicmedia.org">mag@latinopublicmedia.org</a> , <a href="mailto:anahi@latinopublicradioconsortium.org">anahi@latinopublicradioconsortium.org</a>
Latinos in Information Science and Technology Association (LISTA)		<a href="http://www.listacareercenter.com/recruiters/products">http://www.listacareercenter.com/recruiters/products</a>
Linfield College		<a href="https://linfield-csm.symplicity.com/employers/?signin_tab=0&amp;signin_tab=0">https://linfield-csm.symplicity.com/employers/?signin_tab=0&amp;signin_tab=0</a>
LinkedIn		<a href="https://www.linkedin.com/company/oregon-public-broadcasting/">https://www.linkedin.com/company/oregon-public-broadcasting/</a> and employee accounts
LinkedIn Groups: AAJA, Accountants in Practice, Digital Asset Management, Innovation Journalism Group, Journalism Jobs, Journalist Jobs, Journalists in Transition, NABJ, NAHJ, NAJA, Online Reporters and Editors, OPB Alumni, Oregon Professionals of Color, pdxMindShare, Public Broadcasting Service Alumni, Public Radio, Success Minded African Americans		
Mac's List		<a href="https://jobs.macslist.org/employer-offers">https://jobs.macslist.org/employer-offers</a>
<b>*Mary's Woods Retirement Community at Marylhurst</b>	Linell Nevius	<a href="mailto:lnevius@maryswoods.com">lnevius@maryswoods.com</a>
MediaBistro/Adweek		<a href="https://www.mediabistro.com/employer/">https://www.mediabistro.com/employer/</a>
Media Match		<a href="https://www.media-match.com/usa/media/login.php">https://www.media-match.com/usa/media/login.php</a>
Medill Northwestern University		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Mt. Hood Community College (MHCC)		<a href="https://www.collegecentral.com/mhcc/Employer.cfm">https://www.collegecentral.com/mhcc/Employer.cfm</a>
<b>*Multnomah University</b>		<a href="mailto:careerservices@multnomah.edu">careerservices@multnomah.edu</a>
National Association of Black Journalists (NABJ)		<a href="http://www.nabjcareers.org/add-listing/?listing_type_id=Job">http://www.nabjcareers.org/add-listing/?listing_type_id=Job</a>
National Association of Hispanic Journalists (NAHJ)		<a href="https://www.nahjcareers.org/">https://www.nahjcareers.org/</a>
National Education Telecommunication Association (NETA)	Maryanne Schuessle	<a href="https://www.netaonline.org/Contact-Us">https://www.netaonline.org/Contact-Us</a>
Native American Journalists Association (NAJA)		<a href="https://najanewsroom.com/purchase-a-listing/">https://najanewsroom.com/purchase-a-listing/</a>
New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication	Mike Wong	<a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a>
New York University (NYU) Moving Image Archiving and Preservation at Tisch School of the Arts		<a href="https://www.collegecentral.com/tisch/Employer.cfm">https://www.collegecentral.com/tisch/Employer.cfm</a>
Nonprofit Association of Oregon		<a href="http://nonprofitoregon.org/jobs">http://nonprofitoregon.org/jobs</a>

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<b>Source</b>	<b>Contact</b>	<b>Contact Information</b>
Northwest Archivists	Rachael Woody	<a href="mailto:rachael.woody@gmail.com">rachael.woody@gmail.com</a>
Northwestern University (Medill)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
<b>*OACO (Oregon Advocacy Commission Office)</b>		<a href="mailto:OACO.mail@das.state.or.us">OACO.mail@das.state.or.us</a>
Online News Association (ONA)		<a href="https://careers.journalists.org/employers/">https://careers.journalists.org/employers/</a>
Online News Association (ONA) Big Board at 2018 Conference	Diana Lopez	diana@journalists.org
OPB Website		<a href="https://www.opb.org/about/careers/">https://www.opb.org/about/careers/</a>
Oregon Association of Broadcasters (OAB)		<a href="https://www.theoab.org/careers/post-job/">https://www.theoab.org/careers/post-job/</a>
<b>*Oregon Commission on Black Affairs</b>	Nancy Kramer	<a href="mailto:OACO.mail@oregon.gov">OACO.mail@oregon.gov</a>
Oregon Media Production Association (OMPA)	Anne Schuyler-Moon	<a href="mailto:anne@ompa.org">anne@ompa.org</a>
Oregon State University (OSU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Pacific Islanders in Communications	Maluhia Kaimikaua	<a href="mailto:mkaimikaua@piccom.org">mkaimikaua@piccom.org</a>
Pacific Lutheran University (PLU)		<a href="https://plu-csm.symplicity.com/employers/?signin_tab=0&amp;signin_tab=0">https://plu-csm.symplicity.com/employers/?signin_tab=0&amp;signin_tab=0</a>
Partners in Diversity		<a href="https://www.partnersindiversity.org/jobs/post-a-job.html">https://www.partnersindiversity.org/jobs/post-a-job.html</a>
<b>*Passion Impact, Inc.</b>	Stefan Peierls	<a href="mailto:stefan@passionimpact.org">stefan@passionimpact.org</a>
Portland Community College (PCC)		<a href="https://www.myinterfase.com/pcc/employer/">https://www.myinterfase.com/pcc/employer/</a>
Portland State University (PSU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Poynter.org		<a href="https://employers.poynter.org/">https://employers.poynter.org/</a>
<b>*PSU School of Business Graduate Students</b>	DeAnne Preston	<a href="mailto:DeAnne.Preston@pdx.edu">DeAnne.Preston@pdx.edu</a>
<b>*Rehabilitation Consultants</b>	Paul See	<a href="mailto:paul@paulsee.com">paul@paulsee.com</a>
Society of American Archivists		<a href="http://careers.archivists.org/employers/">http://careers.archivists.org/employers/</a>
Society of Broadcast Engineers (SBE)		<a href="http://www.sbe.org/sections/jl_submit.php">http://www.sbe.org/sections/jl_submit.php</a>
Society of Professional Journalists (SPJ)		<a href="http://jobs.spj.org/employers/">http://jobs.spj.org/employers/</a>
South Asian Journalists Association (SAJA)		<a href="http://www.saja.org/jobs/AddTopic">http://www.saja.org/jobs/AddTopic</a>
Southern Oregon University (SOU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Technology Association of Oregon (TAO)		<a href="http://www.techoregon.org/oregon-tech-jobs">http://www.techoregon.org/oregon-tech-jobs</a>
The American Library Association		<a href="https://joblist.ala.org/employer/login?site_id=21926">https://joblist.ala.org/employer/login?site_id=21926</a>
The Association of Moving Image Archivists		Email to listserv recipients AMIA-L@LSV.UKY.EDU
The International Association of Sound and Audiovisual Archives		Email to listserv recipients IASALIST@NB.NO
The Journalism School at Columbia University		<a href="https://journalism-columbia-csm.symplicity.com/employers/">https://journalism-columbia-csm.symplicity.com/employers/</a>
Think Public Media		<a href="http://www.thinkpublicmedia.org/view-career-opportunities#opb">http://www.thinkpublicmedia.org/view-career-opportunities#opb</a>
<b>*TVW, Inc.</b>	Christie Theeler	<a href="mailto:ctheeler@twinc.org">ctheeler@twinc.org</a>
Twitter @OPB		<a href="https://twitter.com/OPB">https://twitter.com/OPB</a> , #mediadiversity, #thinkpublicmedia and employee accounts
University of California (UC) Berkeley		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of California (UC) Berkeley Graduate School of Journalism		<a href="https://journalism.berkeley.edu/career/add-job/">https://journalism.berkeley.edu/career/add-job/</a>

## **RESOURCE AGENCIES**

On our website (opb.org/careers), we provide an opportunity for organizations to be added to our job opening mailing list. Those that have requested this notification are marked with the symbol \* and have been notified of all openings since they made the request.

<b>Source</b>	<b>Contact</b>	<b>Contact Information</b>
University of California, Los Angeles (UCLA) Moving Image Archive Studies	Amy Gershon and Snowden Becker	gershon@gseis.ucla.edu, becker@gseis.ucla.edu
University of Missouri		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Missouri Journalism School		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Oregon (U of O)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Oregon (U of O) School of Journalism aka Turnbull Center		<a href="https://oregon.qualtrics.com/jfe/form/SV_a4tEXVZtEIW97H7">https://oregon.qualtrics.com/jfe/form/SV_a4tEXVZtEIW97H7</a>
University of Portland (U of P)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Southern California (USC) Annenberg School for Communications & Journalism		<a href="https://annenberg-usc-csm.symplicity.com/employers/">https://annenberg-usc-csm.symplicity.com/employers/</a>
University of Washington (UW) Museology	Dylan High	<a href="mailto:uwmuseum@uw.edu">uwmuseum@uw.edu</a>
University of Wisconsin-Madison		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Wisconsin-Madison Journalism School		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Urban League of Portland		<a href="http://ulpdx.org/posting-welcome/">http://ulpdx.org/posting-welcome/</a>
Washington State University (WSU) Vancouver Campus		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Western Museums Association		<a href="http://www.westmuse.org/node/add/job">http://www.westmuse.org/node/add/job</a>
Western Oregon University (WOU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Willamette MBA program		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
<b>*Willamette University</b>		<a href="mailto:mba-jobs@willamette.edu">mba-jobs@willamette.edu</a>
Willamette Valley Development Officers (WVDO) including email to distribution list (aka Nonprofit Professionals Now)	Melanie Shaw	<a href="https://npprofessionals.com/career-center/post-a-job/">https://npprofessionals.com/career-center/post-a-job/</a> , email to Melanie Shaw for distribution list
Women in Technology - National		<a href="https://womenintechnology-jobs.careerwebsite.com/employer/login/?msessid=ixbR2">https://womenintechnology-jobs.careerwebsite.com/employer/login/?msessid=ixbR2</a>
Women in Technology - Portland		<a href="https://jobs.pdxwit.org/post-a-job/">https://jobs.pdxwit.org/post-a-job/</a>
WorkSource Oregon		<a href="https://empportal.emp.state.or.us/mprod_imsCOD_dad!/pkg_general.proc_navigate">https://empportal.emp.state.or.us/mprod_imsCOD_dad!/pkg_general.proc_navigate</a>
Young Nonprofit Professionals Association (YNPN Portland)		<a href="https://www.linkedin.com/groups/4926246/">https://www.linkedin.com/groups/4926246/</a>

## **LOCAL AFFIRMATIVE ACTION:**

Affiliated Tribes of Northwest Indians  
Regional Office  
6636 NE Sandy Blvd.  
Portland, Oregon 97213-1443  
Phone: (503) 249-5770  
<http://www.atntribes.org>

Asian Health and Services Center  
9035 SE Foster Rd.  
Portland, OR 97266  
Phone: (503) 872-8822  
<https://www.ahscpdx.org/>

Dept. of Human Services Self Sufficiency Section  
10305 East Burnside Street  
Portland, Oregon 97216  
Phone: (503) 988-6400  
<https://www.portlandoregon.gov/gatewaycenter/article/304525>

Hispanic Metropolitan Chamber of Commerce  
333 SW 5th Avenue, Suite 100  
Portland, OR 97204  
Phone: (503) 222-0280  
<https://hmccoregon.com/>

Klamath Tribal Health  
Laurel Robinson  
3949 S. Sixth Street  
Klamath Falls, OR 97603-4746  
Phone: (541) 882-1487  
larobinson@klm.portland.ihs.gov  
<http://www.klamathtribalhealth.org/>

Klamath Tribes Newsletter  
Sally Brandt  
P.O. Box 436  
501 Chiloquin Blvd.  
Chiloquin, OR 97624  
Phone: (800) 524-9787  
<http://klamathtribes.org/news/news/>  
brandt.sally@klamathtribes.com

Oregon Advocacy Commission Office (OACO)  
Nancy Kramer, Executive Assistant  
421 SW Oak Street, Suite 770  
Portland, OR 97204  
Phone: (503) 302-9725  
<https://www.oregon.gov/OAC/Pages/index.aspx>  
[OACO.mail@oregon.gov](mailto:OACO.mail@oregon.gov)

Oregon Commission on Black Affairs  
Nancy Kramer, Executive Assistant  
421 SW Oak Street, Suite 770  
Phone (503) 302-9725  
<https://www.oregon.gov/ocba/Pages/index.aspx>  
[oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov)

Partners In Diversity  
200 SW Market Street Suite 150  
Portland, OR 97201  
Phone: (503) 552-6753  
<https://www.partnersindiversity.org/>

Rehabilitation Consultants  
Paul See  
22287 SW Dewey Drive  
Sherwood, OR 97140  
[paul@paulsee.com](mailto:paul@paulsee.com)

TVW Inc.  
6615 SE Alexander Street  
Hillsboro, Oregon 97123-8589  
Phone: (503) 649-8571  
[ctheeler@twinc.org](mailto:ctheeler@twinc.org)  
<https://twinc.org/>

Urban League of Portland  
10 N. Russell St.  
Portland, OR 97227  
Phone: (503) 280-2600  
[uljobs@ulpdx.org](mailto:uljobs@ulpdx.org)

<https://ulpdx.org/>

Women in Technology – Portland  
<https://www.pdxwit.org/>

## **NATIONAL AFFIRMATIVE ACTION:**

Asian American Journalists Association  
5 Third St. Suite 1108  
San Francisco, CA 94103  
Phone: (415) 346-2051  
[national@aja.org](mailto:national@aja.org)  
<https://www.aja.org/>

Blacks in Technology  
<https://www.blacksintechology.net/>

Corporation for Public Broadcasting  
401 Ninth Street, NW  
Washington, DC 20004  
Phone: (202) 879-9600  
<https://www.cpb.org/>

JournalismNext  
Phone: (703) 629-0178  
[info@journalismnext.com](mailto:info@journalismnext.com)  
<https://www.journalismnext.com/>

Latino Public Radio Consortium  
Magaly Rivera  
Phone: (845) 821-0454  
<https://latinopublicradioconsortium.org/>

Latinos in Information Science and  
Technology Association (LISTA)  
5945 Jimmy Carter Blvd.  
Norcross GA 30071  
Phone: (770) 765-3478  
<https://techlatino.org/>

National Association of Black Journalists  
3100 Taliaferro Hall  
University of Maryland  
College Park, MD 20742-7717  
<http://www.nabj.org>

National Association of Hispanic Journalists  
PO Box 117  
Windsor, CA 95492  
Phone: (626) 792-3846  
[info@nahjcareers.org](mailto:info@nahjcareers.org)  
<https://nahj.org/>

Native American Journalists Association  
Rebecca Landsberry  
University of Oklahoma  
Norman, OK  
[rebeccalandsberry@naja.com](mailto:rebeccalandsberry@naja.com)  
<https://najanewsroom.com/>

Pacific Islanders in Communications  
Maluhia Kaimikaua  
615 Pi'ikoi Street, Suite 1504  
Honolulu, HI 96814  
Phone: (808) 591-0059  
[mkaimikaua@piccom.org](mailto:mkaimikaua@piccom.org)  
<https://www.piccom.org/>

South Asian Journalists Association  
[sajajobs@gmail.com](mailto:sajajobs@gmail.com)  
<http://www.saja.org>

Women in Technology National  
200 Little Falls Street, Suite 205  
Falls Church, VA 22046  
Phone: (703) 349-1044  
<https://www.womenintechology.org/>

<b>Interviewee Source</b>	<b>Total # interviewed</b>
OPB Website	32
Indeed (aggregate site)	28
Mac's List	11
OPB Twitter #mediadiversity #thinkpublicmedia	8
Notified by current OPB employee	7
OPB All Staff email	7
Craigslist Portland	6
OPB LinkedIn	5
Archives Gig (we did not post here)	3
Glassdoor (aggregate site)	3
Idealist	3
Twitter (OPB employee accounts)	3
Willamette Valley Development Officers (WVDO) including email to distribution list	3
Corporation for Public Broadcasting (CPB)	2
Direct email to colleagues (OPB employee accounts)	2
Oregon Media Production Association (OMPA)	2
Unknown - did not answer question	2
WorkSource Oregon	2
Association of Moving Image Archivists (AMIA) Education Committee Jobs (we did not post here)	1
Facebook (OPB employee accounts)	1
Journalism Jobs	1
Journalists of Color Slack channel (we did not post here)	1
LinkedIn (OPB employee accounts)	1
notified by a fellow student in the Multimedia Journalism graduate program at the Univeristy of Oregon	1
Notified by a former colleague	1
Notified by colleague	1
Notified by someone in my network	1
Public Media Journalists Facebook group (we did not post here)	1
Society of American Archivists	1
The Association of Moving Image Archivists	1
The Journalism School at Columbia University	1
Via editor at NPR	1
Via NPR Next Generation Radio	1
Via Radiogines (online email group of female audio journalists) (we did not post here)	1
word of mouth	1
<b>Grand total interviewed by source:</b>	<b>146</b>

<b>Hired Candidate Source</b>	<b>Total # Hired</b>
OPB Website	5
OPB All Staff email	4
Notified by current OPB employee	2
Mac's List	2
Willamette Valley Development Officers (WVDO) including email to distribution list	1
Via editor at NPR	1
Twitter (OPB employee accounts)	1
The Association of Moving Image Archivists	1
Public Media Journalists Facebook group	1
Craigslist Portland	1

**Grand total hired by source: 19**



**Prong 3: Participation in longer-term recruitment initiatives, such as job fairs, scholarship and internship programs, and community events designed to inform the public of employment opportunities in broadcasting.**

**(1) Participation in four job fairs by station personnel with hiring responsibilities.**

OPB joined NPR and two dozen other public media organizations from across the country as part of the public media recruiting efforts called Think Public Media at the following 2019 conventions and their associated career fairs:

- National Association of Black Journalists (NABJ) considered the nation’s largest annual gathering of journalists of color;
- Asian American Journalists Association (AAJA), and
- National Association of Hispanic Journalists (NAHJ).
- The OPB staff attending the various conferences and staffing the career fair booth included: OPB’s recruitment manager, several reporters, and a digital producer.

**(4) Participation in at least four events or programs relating to career opportunities sponsored by educational institutions**

On October 29, 2018, OPB’s Volunteer Resources Manager presented to 13 students in a Communication Studies class at Portland Community College – Sylvania about internship and career opportunities in media.

**(5) Establishment of an internship program designed to develop skills needed for broadcast employment**

OPB continues our robust internship program. OPB’s internships are updated and enhanced annually (see more information in the internships descriptions below). During the past year, OPB provided 20 individuals with unpaid educational experiences. In addition to the [many unpaid internship opportunities](#) throughout the organization, OPB offers the following paid internships:

- In 2017, OPB introduced a new paid [Internship for Emerging Journalists](#), creating another public media career pathway for traditionally underrepresented individuals. This new paid internship joins another paid internship, OPB’s long-standing Jon R. Tuttle Journalism and Production Diversity Internship. OPB placed one intern in this program this year. They worked in our daily news talk show, “Think Out Loud”.

- OPB offers the [Jon R. Tuttle Journalism and Production Diversity Internship](#). This internship is intended to increase participation of racial and/or ethnic minorities, as defined by the U.S. Equal Employment Opportunity Commission (EEOC), who are traditionally underrepresented within public media. The Tuttle Internship is a paid summer internship in telecommunications and broadcast journalism that enables an outstanding college or university student to spend the summer studying the field full time in a hands-on environment. A number of OPB senior executives actively participate in the reviewing and selection of the Tuttle intern. OPB had one Tuttle intern this summer. They worked in our Science and Environment unit.
- Additionally, OPB was the first media organization to host a paid intern through AAJA Portland and SPJ Oregon Territory Chapter's Emerging Northwest Internship. The goal of the internship was to promote underrepresented voices in the Pacific Northwest. The chosen intern served as Production Assistant in our newsroom, writing copy, covering breaking news and producing feature stories.
- OPB has paid internships in partnership with the Charles Snowden Foundation through their [Charles Snowden Program for Excellence in Journalism](#). OPB along with other Oregon college educators and Northwest news media organizations give accomplished students professional training in community journalism through 10-week summer internships. OPB is the only non-print media organization in Oregon in this program. This year, OPB had one Snowden intern on our Digital Content team.

#### Additional Information regarding Unpaid Internship Opportunities

##### Content Creation Internships (year-round):

OPB seeks intern candidates to participate in content creation at OPB. OPB relies on a multi-platform approach. Content creators in all departments are tasked with generating story elements that will be translatable to more than one medium. We seek students with experience and interest in all parts of the storytelling and production process. Content Creation Interns may be placed in departments such as TV Production, News, Digital Content or Music. Projects and programs may include Oregon Art Beat, Think Out Loud, State of Wonder, opbmusic and more. Internship opportunities in these areas vary a great deal, dependent on the time of year, current projects and the needs of the organization. We strive to place students in internships that align with their skills and interest. This past year there were 14 interns involved in content creation.

##### Content Creation Internship Opportunities include:

- Field Videography
- Field Recording/Audio Production (using Audition)
- Graphic Design (using Adobe CS and other tools)
- Interviewing

- Moving Graphic Design (using Adobe Aftereffects)
- Multimedia Journalism Content (creating pieces to enhance written content)
- Music (working with music cultivation, artists, events, daily station tasks)
- News gathering, reporting, writing
- Photography
- Research (historical, primary sources, compiling)
- Sound recording and editing (using Adobe Audition)
- Show production and support (pre and post, detail coordination, processes and timelines, research, logging, documentation, etc.)
- Video editing (using Premiere)
- Writing for web

Business and Operational Internships (year-round):

OPB seeks intern candidates for departments throughout the organization. Our internship programs provide students with the opportunity to observe and participate in the daily activities and long-term projects involving all areas of OPB's work. Business and Operational Internships may provide students with experience in departments such as Development, Marketing, Engineering, Human and Volunteer Resources, Programming and more.

Business and Operational Internship Opportunities include:

- Broadcast engineering (technical management)
- Fundraising (various disciplines including planned giving, member communications, donor programs and more)
- Graphic Design (using Adobe CS and other tools)
- Human and Volunteer Resource strategy, Organizational Communications
- Marketing Communications
- Moving Graphic Design (using Adobe Aftereffects)
- Legal
- Photography
- Public Relations
- Research (government policy, industry trends, labor law)
- Social Media Marketing
- Software development

**(12) Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities (such a state broadcasters association)**

For all of our upper-level openings, we listed them in a job bank or newsletter of a media trade group with a broad-based membership. These groups include: Technology Association of Oregon, Society for Professional Journalists, NETA, Women in Technology, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, Asian American Journalist Association, Network and System Professional Association, Latinos in Information Science and Technology Association, Public Radio Program Directors, Oregon Media Production Association, etc.

**(14) Providing training to management level personnel and governing board as to methods of ensuring equal employment opportunity and preventing discrimination.**

- Annually, OPB conducts an educational session for our board of directors regarding one or more facets of OPB's diversity considerations. This year we focused on OPB's active diversity, equity and inclusion efforts, particularly through our partnership with the [Center for Equity and Inclusion](#).
- Human Resources conducts in-depth conversations and educates search committee members prior to interviews regarding appropriate and equitable interviewing styles.
- Human Resources provides consultative support to all staff, including management, regarding diversity, equity, and inclusion, continuing our commitment to ensure equal employment opportunity and preventing discrimination.
- OPB staff completed Harassment Prevention Training required by CPB on September 25, 2019.