



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

For the period commencing September 22, 2014 and ending September 21, 2015

This report lists all full-time vacancies that were filled during the reporting period for KOAB-FM/Bend, KOAC-FM/Astoria, KOPB(AM)/Eugene, KOGL(FM)/ Gleneden Beach, KOTD-FM/The Dalles, KRBM-FM/Pendleton, KOPB-FM/Portland, KOAC-TV/Corvallis, KOAB-TV/Bend, KTVR-TV/LaGrande, KEPB-TV/ Eugene, KTMK(FM)/Tillamook, 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	Total Interviewed for the Position	Recruitment Sources / Total Number Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Multimedia Journalist, EarthFix 9/22/14	7	opb.org (1) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter Local Organizations Craigslist Portland Craigslist Medford/Ashland Craigslist San Francisco/Bay Area Craigslist Seattle Craigslist Los Angeles LinkedIn Groups Oregon State University Network, Talking Radio, Society of Professional Journalists, Online Reporters and Editors, Journalism Jobs TV Radio Social Media PR, Journalists in Transition, Innovation Journalism, Asian American Journalists Association, Success Minded African Americans, pdxMindShare – Portland’s Career Community, OPB Alumni, LinkedIn for Journalists, National Association of Hispanic Journalists, Find a Journalist – Around the World, Media Jobs, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, National Association of Black Journalists, Linfield Career Hub	Public Media Colleague

		<p>Society of Professional Journalists (SPJ) JournalismJobs.com (1) JournalismNow National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications American Society of News Editors Poynter.org JournalismNext.com Online News Association Capitol Press Club National Newspaper Publishers Association South Asian Journalists Association Maynard Institute Investigative Reporters and Editors Society of Environmental Journalists (SEJ) USC Annenberg School for Communications & Journalism UC Berkeley Graduate School of Journalism Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison (1) New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism Current.org LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts)</p>	
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		USC Annenberg School for Communication and Journalism Career Link job postings (OPB employee accounts) Reddit.com PortlandJobs (OPB employee accounts) Reddit.com Oregon (OPB employee accounts) Public Media colleague (1) Institutes for Journalism and Natural Resources (not posted by OPB) (1) Former colleague (1) OPB employee (1)	
Music Director 12/1/14	6	opb.org (2) OPB All Staff email (1) OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter Local Organizations Craigslist Portland LinkedIn Groups Oregon Professionals of Color, Media Jobs, ThoseInMedia, OPB Alumni, Association of Independents in Radio, Broadcast Media Professionals, Public Radio, Broadcast and Radio Professionals, Success Minded African Americans Public Radio Program Directors Center for Asian American Media JournalismNext.com Pacific Islanders in Communications Vision Maker Media (formerly Native American Public Telecommunications) Entertainment Careers Radio World Association of Independents in Radio Current Online Triple A Radio (1) FMQB Latino Public Radio Consortium LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts) Colleagues at NPR, PRI, APM, PRX (by OPB employee) Colleague (2)	Colleague

<p>Programming Operations Coordinator</p> <p>12/1/14</p>	<p>7</p>	<p>opb.org (4) OPB All Staff email (1) OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter Local Organizations Craigslis Portland LinkedIn Groups Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, Media Jobs, OPB Alumni, Success Minded African Americans, Association of Independents in Radio, Broadcast and Radio Professionals, Broadcast Media Professionals, Talking Radio, ThoseInMedia, Oregon Association of Broadcasters, Media Diplomat, Media Professionals Worldwide, Radio Network Planning and Optimization, Broadcast and Broadcast Technology Recruitment Mosaic Metier Public Radio Program Directors Center for Asian American Media Pacific Islanders in Communications Native American Public Telecommunications Entertainment Careers Radio World Association of Independents in Radio JournalismNext Current.org (1) Latino Public Radio Consortium Leaflet handed out at NAJA and NABJ journalism conferences Emailed to NPR's Vice President of Diversity in News and Operations Traffic Directors Guild of America (TDGA) NPR, PRI, APM, PRX (by OPB employee) USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University</p>	<p>Public Media Colleague</p>
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		<p>Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism aka Turnbull Center Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) Public Media colleague(1)</p>	
<p>Bend Bureau Reporter/Producer</p> <p>1/1/15</p>	<p>5</p>	<p>opb.org OPB All Staff email (1) OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs (2) Local Organizations Craigslis Portland Craigslis Bend Mosaic Metier Emailed to NPR's Vice President of Diversity in News and Operations LinkedIn Groups LinkedIn for Journalists, Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, Media Jobs, National Association of Hispanic Journalists, OPB Alumni, Success Minded African Americans, NABJ, AAJA, Association of Independents in Radio, Broadcast and Radio Professionals, Broadcast Media Professionals, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalists in Transition, Native American Journalists Association, UNITY: Journalists for Diversity, Talking Radio, Society of Professional Journalists, ThoseInMedia, Online Reporters and Editors Journalismjobs.com JournalismNow National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org</p>	<p>OPB All Staff email</p>

		<p>JournalismNext.com Online News Association Capital Press Club National Newspaper Publishers Association South Asian Journalists Association Maynard Institute USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts) College instructor at Berkley (1) Public Media colleague (1)</p>	
<p>All Things Considered Host/Announcer</p> <p>1/15/15</p>	<p>7</p>	<p>opb.org (2) OPB All Staff email (2) OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter (1) Local Organizations Craigslist Portland LinkedIn Groups LinkedIn for Journalists, Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, Media Jobs, National Association of Hispanic Journalists, OPB Alumni, Success Minded African Americans, NABJ, AAJA, Association of Independents in Radio, Broadcast and Radio Professionals, Broadcast Media Professionals, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public</p>	<p>OPB's Recruiter</p>

Relations JournalismJob.com, Journalists in Transition, Native American Journalists Association, UNITY: Journalists for Diversity, Talking Radio, Society of Professional Journalists, ThoseInMedia, Online Reporters and Editors, Oregon Association of Broadcasters, Media Diplomat, Media & Entertainment Professionals

Mosaic Metier
Public Radio Program Directors
Center for Asian American Media
Pacific Islanders in Communications
Native American Public Telecommunications
Entertainment Careers
Radio World
Association of Independents in Radio
JournalismNext
Current.org (1)
Latino Public Radio Consortium
Leaflet handed out at NAJA and NABJ journalism conferences
Emailed to NPR's Vice President of Diversity in News and Operations
NPR, PRI, APM, PRX (by OPB employee)
USC Annenberg School for Communications & Journalism
UC, Berkeley, Graduate School of Journalism
Knight Digital Media Center (UC Berkeley)
Knight Digital Media Center (USC Annenberg)
Indiana University School of Journalism
Bennett College
The Journalism School at Columbia University
Medill Northwestern University
Emerson College
University of Wisconsin-Madison
New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication
U of O
U of O School of Journalism aka Turnbull Center
LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Google+ (OPB employee accounts)
Twitter (OPB employee accounts)

		<p>PDXradio.com (OPB employee accounts) Reddit Portland (OPB employee accounts) OPB's Recruiter (1)</p>	
<p>Producer, State of Wonder</p> <p>1/20/15</p>	<p>8</p>	<p>opb.org (3) OPB All Staff email (1) OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs OAB Twitter (OPB employee accounts) Local Organizations Craigslist Portland Mosaic Metier LinkedIn Groups OPB Alumni, UNITY: Journalists for Diversity, Talking Radio, ThoseInMedia, Society of Professional Journalists, Online Reporters and Editors, Native American Journalists Association, Journalists in Transition, Broadcast Media Professionals, Broadcast and Radio Professionals, Association of Independents in Radio, Success minded African Americans, Asian American Journalists Association, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, LinkedIn for Journalists, NABJ Digital Group Journalismjobs.com JournalismNow National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org JournalismNext.com Capital Press Club National Newspaper Publishers Association South Asian Journalists Association Maynard Institute Association for Independents in Radio (OPB employee account) (1) Current CPB Jobline Public Radio News Directors Inc. (PRNDI)</p>	<p>OPB Employee</p>

		<p>Public Radio Program Directors (PRPD) USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism (1) Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism aka Turnbull Center CUNY (City University of New York) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Google+ (OPB employee accounts) PDX Radio (OPB employee accounts) NPR Facebook page (OPB employee accounts) (1) OPB Employee (1)</p>	
<p>VP, Engineering 1/26/15</p>	<p>10</p>	<p>opb.org (1) OPB All Staff email (1) OPB Staff Lounge – hard copy of announcement OPB LinkedIn (1) OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland Mac’s List LinkedIn Groups Oregon Association of Broadcasters, ThoseInMedia, Engineering Science Manufacturing Jobs, Broadcast Engineering, Broadcast Media Professionals, Broadcast and Radio Professionals, Television Broadcast Technologies, Success Minded African Americans, RF Job/Engineers, Radio Network Planning and Optimization, Broadcast and Broadcast Technology Recruitment, Public Radio, Oregon Professionals of Color, Media Jobs, OPB Alumni CPB Jobline MyPBS (previously PBS Connect)</p>	<p>OPB’s Engineering Consultant</p>

		<p>Latino Public Broadcasting Black Public Media (AKA Nat'l Black Programming Consortium) Vision Maker Media (previously Native American Public Telecommunications) Native Public Media Pacific Islanders in Communications National Hispanic Media Coalition Oregon Association of Broadcasters Nat'l Assn of Broadcasters National Society of Black Engineers Broadcast Engineering (is now combined with TV Technology) TV Technology (is now combined with Broadcast Engineering) Society of Broadcast Engineers (National) (2) Oregon Media Production Association Radioworld.com Entertainmentcareers.com Broadcasting and Cable American Indian Science & Engineering Society National Action Council for Minorities in Engineering National Organization of Gay and Lesbian Scientists and Technical Professionals The National GEM Consortium Society of Hispanic Professional Engineers Society of Women Engineers Women in Engineering ProActive Network Women in Technology International (WITI) Society of Motion Picture and Television Engineers SBE Chapter 76 - Eugene SBE Chapter 124 - North Oregon SBE Chapter 141 - Medford Washington Post New York Times Twitter (OPB employee accounts) Google+ (OPB employee accounts)</p>	
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		<p>LinkedIn (OPB employee accounts) OPB's Recruiter emailed multiple engineering industry-specific individuals via LinkedIn OPB's Engineering Consultant (3) OPB's Recruiter (1) Simply Hired (not posted by OPB) (1)</p>	
<p>Member Experience Manager</p> <p>1/27/15</p>	<p>7</p>	<p>opb.org OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs #fundraising #nonprofit #callcenter Local Organizations Craigslis Portland Mosaic Metier Mac's List (3) LinkedIn Groups WVDO, Nonprofit Leadership Think Tank, Non Profit Network, Non Profit & Philanthropy Jobs, Success Minded African Americans, pdxMindShare - Portland's Career Community, OPB Alumni, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color CNRG Idealist (1) Nonprofit Association of Oregon INPM Institute for Non Profit Management Young Nonprofit Professionals Association (Portland) WVDO posting and E-blast (3) AFP National Chapter NDOA Northwest Development Officers Association PRADO, PBS Pledge Chat, PBS Membership Chat (OPB employee accounts) Greater Public PSU OSU WOU University of Portland LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Reddit (OPB employee accounts)</p>	<p>Mac's List</p>

<p>Assignment Editor</p> <p>1/30/15</p>	<p>6</p>	<p>opb.org (2) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn (1) OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslis Portland Mosaic Metier Emailed to NPR’s Vice President of Diversity in News and Operations LinkedIn Groups LinkedIn for Journalists, Oregon Professionals of Color, Public Radio, OPB Alumni, Success Minded African Americans, NABJ, AAJA, Association of Independents in Radio, Broadcast and Radio Professionals, Broadcast Media Professionals, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalists in Transition, Native American Journalists Association, UNITY: Journalists for Diversity, Talking Radio, Society of Professional Journalists, Online Reporters and Editors Society of Professional Journalists Journalismjobs.com (2) JournalismNow National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org JournalismNext.com Online News Association Capital Press Club National Newspaper Publishers Association South Asian Journalists Association Maynard Institute Current CPB Jobline Public Radio News Directors Inc. (PRNDI) USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism</p>	<p>Indeed.com</p>
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		<p> Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism aka Turnbull Center Twitter (OPB employee accounts) Facebook (OPB employee accounts) Google+ (OPB employee accounts) LinkedIn (OPB employee accounts) AIR (OPB employee accounts) Public Media Journalists Facebook page (OPB employee accounts) Indeed.com (not posted by OPB) (1) </p>	
<p> Executive Producer, Think Out Loud 1/30/15 </p>	<p>8</p>	<p> opb.org OPB All Staff email (1) OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs (1) Local Organizations Craigslist Portland Mosaic Metier LinkedIn Groups UNITY: Journalists for Diversity, Society of Professional Journalists, ThoseInMedia, Talking Radio, Online Reporters and Editors, Journalists in Transition, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Innovation Journalism, Broadcast Media Professionals, Broadcast and Radio Professionals, Association of Independents in Radio, Asian American Journalists Association, Success Minded African Americans, OPB Alumni, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, LinkedIn for Journalists Journalismjobs.com (1) JournalismNow National Association of Hispanic Journalists </p>	<p>CPB Jobline</p>

Latino Public Radio Consortium
 Asian American Journalists Association
 Native American Journalists Association
 National Association of Black Journalists
 Pacific Islanders in Communications
 Poynter.org
 JournalismNext.com
 Online News Association
 Capital Press Club
 National Newspaper Publishers Association
 South Asian Journalists Association
 Maynard Institute
 Current.org **(1)**
 CPB Jobline **(1)**
 Public Radio News Directors Inc. (PRNDI)
 USC Annenberg School for Communications & Journalism
 UC, Berkeley, Graduate School of Journalism **(1)**
 Knight Digital Media Center (UC Berkeley)
 Knight Digital Media Center (USC Annenberg)
 Indiana University School of Journalism
 Bennett College
 The Journalism School at Columbia University
 Medill Northwestern University
 Emerson College
 University of Wisconsin-Madison
 New Media Innovation Lab at ASU Walter Cronkite School
 of Journalism and Mass Communication
 U of O
 U of O School of Journalism aka Turnbull Center
 PDX Radio (OPB employee accounts)
 LinkedIn (OPB employee accounts)
 Twitter (OPB employee accounts)
 Google+ (OPB employee accounts)
 Think Out Loud's Facebook page
 AIR (OPB employee accounts) **(2)**
 Public Media Journalists Facebook page (OPB employee
 posted)

<p>Joint Project Manager</p> <p>2/24/15</p>	<p>4</p>	<p>opb.org (2) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs (1) Local Organizations Craigslis Portland Mosaic Metier LinkedIn Groups UNITY: Journalists for Diversity, ThoseInMedia, Society of Professional Journalists, Oregon Association of Broadcasters, Online Reporters and Editors, Journalists in Transition, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Success Minded African Americans, pdxMindShare - Portland's Career Community, OPB Alumni, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, LinkedIn for Journalists, Broadcast Media Professionals, Broadcast and Radio Professionals, Society of Professional Journalists SPJ Journalismjobs.com JournalismNow National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org JournalismNext.com Online News Association Capital Press Club National Newspaper Publishers Association South Asian Journalists Association Maynard Institute Investigative Reporters and Editors (IRE) Current CPB Jobline PBS Connect USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism</p>	<p>opb.org</p>
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		<p> Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism aka Turnbull Center CUNY (City University of New York) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) opbmusic group Earthfix partner stations and organizations Colleague (1) </p>	
<p> Receptionist/Administrative Services Assistant 4/13/15 </p>	<p>10</p>	<p> opb.org (1) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland Mosaic Metier LinkedIn Groups OPB Alumni Mac's List (2) CNRG Idealist (1) Nonprofit Association of Oregon INPM Young Nonprofit Professionals Association (Portland) WVDO PSU (1) PCC MHCC </p>	<p>opb.org</p>

		<p>Clark College Vancouver WSU Vancouver LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts) Colleague (1) OPB employee (1) Indeed.com (not posted by OPB) (3)</p>	
<p>Associate Director of On-Air Fundraising</p> <p>4/20/15</p>	<p>2</p>	<p>opb.org OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn (1) OPB Twitter #mediadiversity #pubjobs #nprjobs #fundraising Local Organizations Craigslist Portland Mosaic Metier LinkedIn Groups Public Radio, Willamette Valley Development Officers (WVDO), Public Broadcasting Service Alumni, OPB Alumni, Talking Radio, Oregon Professionals of Color, Success Minded African Americans, NABJ Digital Group Mac's List CNRG Idealist Nonprofit Association of Oregon INPM CPB Jobline Greater Public PRPD Latino Public Radio Consortium NPR, PRI, APM & PRX (by OPB employee) WVDO & WVDO eblast AFP Oregon & SW Washington AFP Washington AFP Golden Gate WSU LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts)</p>	<p>OPB Employee</p>

		<p>Google+ (OPB employee accounts) OPB Employee (1)</p>	
<p>Director of Digital Strategy & Community Engagement</p> <p>4/27/15</p>	<p>6</p>	<p>opb.org (3) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs (1) Local Organizations Craigslist Portland Mosaic Metier LinkedIn Groups UNITY: Journalists for Diversity; Digital Marketing: Social Media, Search, Mobile & more; Online reporters and editors; Society of Professional Journalists; Talking Radio; ThoseInMedia; LinkedIn for Journalists; Oregon Professionals of Color; Media Professionals Worldwide; Public Radio; Public Broadcasting Service Alumni; Media Jobs; OPB Alumni; pdxMindShare - Portland's Career Community; PRWeek US; Public Relations Professionals; Social Media Marketing; Success Minded African Americans; Broadcast Media Professionals; Journalists in Transition; Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com; Innovation Journalism; Media Diplomat; Non Profit & Philanthropy Jobs Journalismjobs.com (1) Society of Professional Journalists (SPJ) National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org JournalismNext.com Online News Association Capital Press Club National Newspaper Publishers South Asian Journalists Association Maynard Institute CPB Jobline Radio Television Digital News Association (RTDNA) USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism</p>	<p>opb.org</p>

		<p> Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism aka Turnbull Center CUNY (City University of New York aka CCNY) National Educational Telecommunications Association (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Google+ (OPB employee accounts) NABJ Digital OPB Employee (1) </p>	
<p> Member Center Representative 5/8/15 </p>	<p>7</p>	<p> opb.org (1) OPB All Staff email (1) OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland (1) Mosaic Metier LinkedIn Groups Oregon Professionals of Color, Success Minded African Americans, OPB Alumni Nonprofit Association of Oregon Mac's List (1) CNRG Idealist (1) INPM Young Nonprofit Professionals Association (Portland) WVDO </p>	<p>Craigslist</p>

		PSU PCC MCHH Clark College Vancouver WSU Vancouver LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (not posted by OPB) (1) OPB's Recruiter (1)	
AM Digital Producer 6/22/15	6	opb.org (2) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland Mac's List (1) Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups OPB Alumni, LinkedIn for Journalists, Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, ThoseInMedia, Society of Professional Journalists, Online reporters and editors, Innovation Journalism, Asian American Journalists Association (AAJA), Success Minded African Americans, National Association of Black Journalists (NABJ) Journalismjobs.com (2) Society of Professional Journalists (SPJ) National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org JournalismNext.com Online News Association National Newspaper Publishers Association South Asian Journalists Association CPB Jobline	Mac's List

		<p>PRPD USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism aka Turnbull Center CUNY (City University of New York aka CCNY) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Google+ (OPB employee accounts) College professor at Berkley (1)</p>	
<p>Product Owner 6/22/15</p>	<p>5</p>	<p>opb.org OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn (1) OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland Mosaic Metier LinkedIn Groups OPB Alumni, NABJ Mac's List CNRG Idealist (1) Nonprofit Association of Oregon Young Nonprofit Professionals Association (Portland) WVDO TAO</p>	<p>LinkedIn</p>

		<p>Stack Overflow PSU OSU WOU OIT opbmusic DJ Mailing Group LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (we did not post there) (3)</p>	
<p>PM Digital Producer</p> <p>7/1/15</p>	4	<p>opb.org (1) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslis Portland Mac's List (1) Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups OPB Alumni, UNITY: Journalists for Diversity, ThoseInMedia, Oregon Professionals of Color, Success Minded African Americans, Public Radio, Public Broadcasting Service Alumni, NABJ Digital Group, Journalists in Transition, Innovation Journalism Journalismjobs.com (1) Society of Professional Journalists (SPJ) National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org JournalismNext.com Online News Association National Newspaper Publishers Association South Asian Journalists Association CPB Jobline NPR, PRI, APM, PRX (by OPB employee)</p>	opb.org

		USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism Knight Digital Media Center (UC Berkeley) Knight Digital Media Center (USC Annenberg) Indiana University School of Journalism Bennett College The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication U of O U of O School of Journalism aka Turnbull Center CUNY (City University of New York aka CCNY) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Google+ (OPB employee accounts) College professor at Berkley (1)	
Marketing Coordinator 7/20/15	7	opb.org (1) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland Mosaic Metier LinkedIn Groups WVDO, Oregon Professionals of Color, Success Minded African Americans, OPB Alumni, Public Radio, Public Broadcasting Service Alumni, ThoseInMedia, Social Media Marketing, Society of Professional Journalists, Non Profit & Philanthropy Jobs, Non Profit Network, Public Relations Professionals Mac's List (2) CNRG (1) Idealist Nonprofit Association of Oregon INPM's Listserv	CNRG

		Young Nonprofit Professionals Association (Portland) WVDO PSU PCC MHCC Clark College Vancouver WSU Vancouver OPB employee LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (not posted by OPB) (3)	
Mail Clerk/Receptionist 8/3/15	5	opb.org (1) OPB All Staff email OPB Staff Lounge – hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland (1) Mosaic Metier LinkedIn Groups OPB Alumni, Non Profit Network, Non Profit Philanthropy Jobs, Oregon Professionals of Color, Success Minded African Americans Mac's List (2) IFMA (International Facilities Management Association - Oregon & SW Washington Chapter) CNRG Nonprofit Association of Oregon INPM Young Nonprofit Professionals Association (Portland) PSU PCC MHCC Clark College Vancouver WSU Vancouver LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts) Job.com (not posted by OPB) (1)	Mac's List

<p>Accounting Director</p> <p>9/14/15</p>	<p>6</p>	<p>opb.org (1) OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslis Portland Mosaic Metier LinkedIn Groups OPB Alumni, Success Minded African Americans, Non Profit Network, ADP Workforce Now - Users and ADP Associates, American Payroll Association, Global Payroll Association, HR and Payroll Application Knowledge Exchange, HR.Com Payroll, Payroll Consultants Network, Payroll Professionals Mac's List (2) CNRG Idealist (2) Nonprofit Association of Oregon INPM Young Nonprofit Professionals Association PSU OSU WOU EOU University of Portland Accounting.com LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (not posted by OPB) (1)</p>	<p>Idealist</p>
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LOCAL AFFIRMATIVE ACTION:

Affiliated Tribes of Northwest
Indians
Regional Office 1827 NE 44th
Ave.,
#130
Portland, Oregon 97213-1443
Phone: (503) 249-5770
<http://www.atntribes.org>

Asian American Journalists
Association – Portland Chapter
<http://www.aaja.wordpress.com>

Asian Health and Services Center
Christine Lau
3430 SE Powell Blvd
Portland, OR 97202
info@ahscpdx.org
Phone: (503)872-8822

Dept. of Human Services Self
Sufficiency Section
10305 East Burnside Street
Portland, Oregon 97216
503-988-6400
<http://www.portlandonline.com/gatewaycenter/index.cfm?a=304525&c=52860>

Goodwill Job Connection
Maggie Mashia
mmashia@gicw.org

Hispanic Metropolitan Chamber
of Commerce
333 SW 5th Avenue, Suite 100
Portland, OR 97204
503.222.0280
<http://www.hmccoregon.com>

Klamath Tribal Health
Laurel Robinson
3949 S. Sixth Street
Klamath Falls, OR 97603-4746
larobinson@klm.portland.ihs.gov
541-882-1487

Klamath Tribes Newsletter
Attn: Sally Brandt
P.O. Box 436
Chiloquin, OR 97624
brandt.sally@klamathtribes.com

Mosaic Metier
(360) 747-7068
info@mosaicblueprint.com
<http://www.mosaicmetier.com/>

Oregon Advocacy Commission
Office (OACO)
3218 Pringle Rd. SE Suite 270
Salem, OR 97302
oaco.mail@das.state.or.us

Oregon Commission on Black
Affairs
Nancy Kramer, Executive
Assistant
oaco.mail@oregon.gov
Phone (503) 302-9725

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

Rehabilitation Consultants
22287 SW Dewey Drive
Sherwood, OR 97140-8256
503-997-5309
<http://www.paulsee.com>

TVW Inc.
6615 SE Alexander Street
Hillsboro, Oregon 97123-8589
503-649-8571
ctheeler@tvwinc.org
<http://tv-workshop.com/>

Urban League of Portland
10 N. Russell, Portland, OR
97227
(503) 280-2600
uljobs@ulpdx.org
<http://ulpdx.org/>

NATIONAL AFFIRMATIVE ACTION:

American Indian Science & Engineering Society
(AISES)
2305 Renard SE, Suite 200
Albuquerque, NM 87106
<http://www.aises.org>

Asian American Journalists Association
1182 Market Street, Suite 320
San Francisco, CA 94102
post@aaja.org

Black Public Media
68 East 131st Street, 7th Floor
Harlem, NY 10037
<http://www.blackpublicmedia.org>

Center for Asian American Media (CAAM)
145 Ninth Street, Suite 350
San Francisco, CA 94103-2641
415-863-0814
<http://www.caamedia.org>

Corporation for Public Broadcasting
401 Ninth Street, NW
Washington, DC 20004
<http://www.cpb.org/jobline>

JournalismNext
104 Shooters Ct.
Alexandria, Virginia 22314-4649
info@journalismnext.com
<http://www.journalismnext.com>

Latino Public Broadcasting
2550 N. Hollywood Way, Suite 301
Burbank, CA 91505
818-847-9656
<http://www.lpbp.org>

Latino Public Radio Consortium
P. O. Box 8862
Denver, Co, 80201-8862
303-877-4251
<http://www.latinopublicradioconsortium.org>

National Action Council for Minorities in
Engineering (NACME)
440 Hamilton Ave., Ste. 302
White Plains, NY 10601-1813
914-539-4010
<http://www.nacme.org>

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

National Association of Broadcasters (NAB)
1771 "N" Street, NW
Washington, DC 20036
<http://www.nab.org>

National Association of Gay and Lesbian
Scientists and Technical Professionals
(NOGLSTP)
P.O. Box 91803
Pasadena CA 91109
626-791-7689
<http://www.noglstp.org>

National Association of Hispanic Journalists
Job Bank
1000 National Press Building
Washington, DC 20045
<http://www.nahj12.com>

National Black Programming Consortium (AKA
Black Public Media)
<http://www.blackpublicmedia.org>

National Hispanic Media Coalition (NHMC)
info@nhmc.org
<http://www.nhmc.org>

Native American Journalists Association
University of S. Dakota
414 E. Clark St.
Vermillion, SD 57069
<http://www.naja.com>

Native American Public Communications
1800 N. 33rd Street
Lincoln, NE 68503
native@unl.edu
<http://www.nativetelecom.org>

Native Public Media
PO Box 3955
Flagstaff, AZ 86003
info@nativepublicmedia.org
<http://www.nativepublicmedia.org>

Pacific Islanders in Communications
1221 Kapiolani Blvd. Suite 6A-4
Honolulu, HI 96814
808-591-0059
<http://www.piccom.org>

Society of Broadcast Engineers (SBE)
<http://www.sbe.org>

Society of Hispanic Professional Engineers
323-725-3970
<http://national.shpe.org/>

Society of Women Engineers
<http://societyofwomenengineers.swe.org/>

South Asia Journalists Association
sajajobs@gmail.com
<http://www.saja.org>

VisionMaker Media
1800 N 33rd St
Lincoln, NE 68503
<http://www.visionmakermedia.org/>

Women in Engineering ProActive Network
1901 E. Asbury Street
Suite 220
Denver, Colorado 80210
303.871.4642
<http://www.wepan.org/>

Women in Technology International (WITI)
Olympic Plaza
11500 Olympic Blvd., Suite 400
Los Angeles, CA 90064
(818) 788-9484
<http://www.witi>

RESOURCE AGENCIES

On our website (www.opb.org/insideopb/careers/jobs), 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.

Resource	Contact	Contact Information
Accounting.com		http://www.accounting.com/
* Affiliated Tribes of Northwest Indians	Charlie	atni@atntribes.org
American Indian Science & Engineering Society (AISES)		http://www.aises.org
American Payroll Association (Portland Metro Chapter)		http://www.apaportland.org/
American Society of News Editors		http://www.asne.org
Asian American Journalists Association		http://www.aaaja.org
Asian American Journalists Association – Portland Chapter		http://www.aaaja.wordpress.com
* Asian Health and Services Center	Christine Lau	info@ahscpx.org 3430 SE Powell, Portland, OR 97202
Association of Fundraising Professionals (AFP) Golden Gate		http://afpgoldengate.afpnet.org/
Association of Fundraising Professionals (AFP) Oregon and SW Washington Chapter		http://www.afporegon.afpnet.org
Association of Fundraising Professionals (AFP) Washington		http://www.afp washington.org/
Association of Independents in Radio (AIR)		http://www.media.org
Bend Bulletin		http://www.bendbulletin.com/classifieds/#link:6407942
Bennett College	Ebony Kendrick	http://www.bennett.edu
Black Public Media /National Black Programming Consortium	Christian	http://www.blackpublicmedia.org
Broadcast and Cable Magazine		http://www.broadcastingcable.com/
Broadcastengineering.com		http://www.tvtechnology.com/index
Capital Press Club		http://www.capitalpressclub.org
Careers 2.0 by stackoverflow		http://careers.stackoverflow.com/jobs
Center for Asian American Media		http://www.caamedia.org

City University of New York, CUNY and/or CCNY		http://www.journalism.cuny.edu/career-services/career-services-for-students/
Columbia Journalism School		http://www.journalism.columbia.edu/careers/JobPostings
Community Nonprofit Resource Group (CNRG)		http://www.cnrg-portland.org
Corporation for Public Broadcasting (CPB) jobline		401 Ninth Street, NW, Washington DC 20004-2129 http://www.cpb.org
Craigslist - Portland		http://portland.craigslist.org
Craigslist – SF Bay area		http://sfbay.craigslist.org
Craigslist – Seattle		http://seattle.craigslist.org
Current	Kathleen Unwin	1612 K St NW, Suite 704, Washington DC 20006 http://www.current.org
* Dept. of Human Services Self Sufficiency section	Heather Martiniez	heather.l.martinez@state.or.us
Emerson College		http://www.emerson.edu
Entertainment Careers		http://www.entertainmentcareers.net
Eastern Oregon University (EOU)		http://www.careercenterjobs.org
Facebook		http://www.facebook.com , http://www.facebook.com/opb , and employee accounts
FMQB (Friday Morning Quarterback, Inc)		http://www.fmqb.com/Article.asp?id=15958
Glassdoor (not posted by OPB)		http://www.glassdoor.com/Job/jobs.htm
* Goodwill Job Connection	Maggie Mashia	mmashia@gicw.org
Google+		www.google.com/+ (employee account)
Google Groups		(https://groups.google.com/forum/?fromgroups#!forum/data-vis-jobs)
* Hispanic Metropolitan Chamber of Commerce		333 SW 5 th Avenue, Suite 100, Portland, OR 97204 503-222-0280 jnevarez@hmccoregon.com http://www.hmccoregon.com
Idaho Statesman		http://www.idahostatesman.com/jobs/
Idealist		http://www.idealist.org
Indeed (aggregate site – not posted by OPB)		http://www.indeed.com
Indiana University School of Journalism		http://www.journalism.indiana.edu
International Facility Management Association (IFMA) Oregon and SW Washington		http://www.ifmaoregon.org/

Institute for Nonprofit Management (INPM) listserv at PSU		http://www.inpm.pdx.edu
Investigative Reporters and Editors (IRE)		https://www.ire.org/jobs/
JournalismJobs		http://www.journalismjobs.com
JournalismNext		http://www.journalismnext.com and Facebook page
JournalismNow		http://www.journalismnow.com/
* Klamath Tribal Health	Laurel Robinson	3949 S. Sixth Street, Klamath Falls, OR 97603, larobinson@klm.portland.ihs.gov
* Klamath Tribes Newsletter	Sally Brandt	P.O. Box 436, Chiloquin, OR 97624 sally.brandt@klamathtribes.com
Latino Public Broadcasting	Diana and Luis Gutierrez	http://www.lpbp.org
Latino Public Radio Consortium		flohernandezramos@comcast.net http://www.latinopublicradioconsortium.org
LinkedIn		http://www.linkedin.com/company/oregon-public-broadcasting and employee accounts
LinkedIn – Groups		http://www.linkedin.com (Broadcast & Broadcast Technology Recruitment, Broadcast Engineering Magazine & broadcastengineering.com , Diversity + Inclusion, Executive Assistants to CEO's, Find a Journalist, Media Professionals Worldwide, MojaLink – Non Profit Network, OPB Alumni, Oregon Professionals of Color, PDX MindShare, Professional Diversity Practitioners, Public Radio, Public Relations and Communications Professionals, Public Relations Professionals, Radio Network Planning & Optimization, RF Jobs/Engineers, Success-Minded African Americans, ThoseinMedia, Volunteer Coordinators, Oregon State University Network, Mojalink, Payroll Professionals, ADP Workforce Now Users & ADP Associates, Purely Payroll, American Payroll Association, HR & Payroll Application Knowledge Exchange, HRIS & Payroll Professional Network, HRIS & Payroll Software, Payroll [subgroup of HR.com], Payroll and Related Topics, Payroll Professional, Public Radio, Willamette Valley Development

LinkedIn – Groups (cont.)		Officers, NPR Supporters and Listeners, Public Broadcasting Service Alumni, Diversity Professionals, Broadcast and Radio Professionals, Talking Radio, Innovation Journalism, Journalists in transition, Find a journalist – around the world, Online reporters and editors, Asian American Journalists Assoc., TLNT – The Business of HR)
Mac's List		http://www.macslist.org
Mail Tribune		http://jobfinder.shopourvalley.com/
* Marylhurst University		lbrown@marylhurst.edu
* Mary's Woods Retirement Community at Marylhurst	L. Nevius	lnevius@maryswoods.com
Maynard Institute	Elisabeth	epinio@maynardije.org http://www.mije.org
Media Match		http://www.media-match.com/usa/
Medill Northwestern University		http://www.medill.northwestern.edu
* Mt. Hood Community College (MHCC)		mhcareer@mhcc.edu
Mosaic Meter		http://www.mosaicmetier.com/
* Multnomah University		careerservices@multnomah.edu
National Action Council for Minorities in Engineering (NACME)		http://www.nacme.org
National Association of Black Journalists		http://careerservices.nabj.org
National Association of Broadcasters (NAB)		http://www.nab.org
National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP)		http://www.noglstp.org
National Association of Hispanic Journalists		http://www.nahj12.com
National Black Programming Consortium (AKA Black Public Media)	Christian	http://www.blackpublicmedia.org
National Hispanic Media Coalition (NHMC)		info@nhmc.org http://www.nhmc.org
* National Educational Telecommunications Association (NETA)	Maryanne Schuessler	maryanne@netaonline.org
National Newspaper Publishers Association		http://www.nnpa.org

Native American Journalists Association		http://www.naja.com
Native Public Media		http://www.nativepublicmedia.org
Nonprofit Association of Oregon job board		http://www.nonprofitoregon.org
New Media Innovation Lab at ASU Walter Cronkite School of Journalism & Mass Communication	Mike Wong	mike.wong@asu.edu
NPR		#nprjobs, #pubjobs on Twitter
Online News Association		http://www.journalists.org
All Staff email		internal all OPB staff email
OPB Twitter		@opb
OPB website		http://www.opb.org
* Oregon Advocacy Commission Office (OACO)		OACO.mail@das.state.or.us
Oregon Association of Broadcasters (OAB)	Bill	oab@theoab.org http://www.theoab.org
* Oregon Commission on Black Affairs (OCBA)	Nancy Kramer	OACO.mail@oregon.gov
Oregon Institute of Technology (OIT)		http://www.oit.edu/current-students/student-support/career-services
Oregon Media Production Association (OMPA)	Tom & Jessica	info@ompa.org http://www.ompa.org
Oregon State University (OSU)		http://www.oregonstate.edu/career/employers
Pacific Islanders in Communications	Amber McClure	amclure@piccom.org http://www.piccom.org
PBS Connect – Public Broadcasting Service		http://connect.pbs.org
PDX Mindshare		http://www.pdxmindshare.com
PDX Radio		http://www.pdxradio.com/
* Portland Community College (PCC)		http://www.pcc.edu
Portland Human Resource Management Association (PHRMA)		http://portlandhrma-jobs.jobtarget.com/home/index.cfm?site_id=16629
Portland State University (PSU)		http://www.pdx.edu/careers
* Portland State's Advising & Career Services office	Ann Mestrovich	ann.mestrovich@pdx.edu
* Portland State University (PSU) Career Forward Database	Melanie Figueroa	careerforward@pdx.edu

* Portland State's School of Business Graduate Students	DeAnne Preston	DeAnne.Preston@pdx.edu
Poynter		http://careers.poynter.org/post.cfm
Public Radio Association of Development Officers (PRADO)		http://www.pradoweb.org
Public Radio Program Directors (PRPD)		http://www.prpd.org/topmenu/home.aspx
Public Relations Society of America (PRSA) - Portland Chapter	Barbara Kerr	bkerr@clark.edu
Radioworld Magazine	David Carson	http://www.rwonline.com
Reddit		http://www.reddit.com through employee accounts
* Rehabilitation Consultants		http://www.paulsee.com paul@paulsee.com
Society of Broadcast Engineers (SBE)	Everett Helm (North Oregon chapter), Karl Sargent (Medford chapter), Dennis Hunt (Eugene chapter)	http://www.sbe.org and local chapters (below) <ul style="list-style-type: none"> • Chapter 76 – Eugene - www.sbe76.org • Chapter 124 - North Oregon - www.sbe124.org • Chapter 141 - Medford - www.sbe141.org
Society of Hispanic Professional Engineers		http://national.shpe.org/
Society of Motion Picture and Television Engineers (SMPTE)		https://www.smpete.org/
Society of Professional Journalists (SPJ)		http://www.spj.org/
Society of Women Engineers		http://societyofwomenengineers.swe.org/
South Asian Journalists Association		http://www.saja.org
Southern Oregon University (SOU)		http://www.sou.edu/careers
Technology Association of Oregon (TAO)		http://www.techoregon.org/
Traffic Directors Guild of America (TDGA)		http://www.tdga.org/classified-ads
Triple A Radio		http://triplearadio.com/jobs/
* TVW, Inc.	Christie Theeler	http://www.tv-workshop.com/ ctheeler@twvinc.org
Twitter - @opb		http://www.twitter.com - #pubjobs, #nprjobs, #opb, #publicmediajobs, #mediadiversity, and employee accounts
Unity Journalists for Diversity contacts (gathered from 2012 conference attended by OPB staff)		http://www.unityjournalists.org

UC Berkeley Graduate School of Journalism/Knight Digital Media Center		http://www.journalism.berkeley.edu/jobs/list/jobs
*University of Oregon (U of O)	Pat Ferris	pferris@uoregon.edu
University of Portland (U of P)		http://career.uoregon.edu/primary-links/programs/career-counseling
University of Wisconsin-Madison		http://www.wisc.edu
* Urban League of Portland		10 N. Russell, Portland, OR 97227, uljobs@ulpdx.org
USC Annenberg School for Communications & Journalism		http://www.annenberg.usc.edu
USC Annenberg, Getty Arts Journalism Program		http://annenberg.usc.edu/GettyArtsJourn.aspx
Vision Maker Media (formerly Native American Public Telecommunications)	Georgiana Lee	native@unl.edu http://www.nativetelecom.org
Washington State University Vancouver - College job center		http://studentaffairs.vancouver.wsu.edu/student-resource-center/career-services
Western Oregon University (WOU)		http://www.wou.edu/admin/hr/job_openings.php
* Willamette University		mba-jobs@willamette.edu
Willamette Valley Development Officers (WVDO)	Sharon Wood	619 SW 11 th Avenue, Suite 1121, Portland, OR 97205 http://www.wvdo-or.org
Women in Engineering ProActive Network		http://www.wepan.org/
Women in Technology International		http://www.witi4hire.com/
Worksource		http://www.worksourceoregon.org/
Young Nonprofit Professionals of Portland		http://www.ynpnportland.org/
Young Professionals of Portland		http://www.ypoptm.org

Participation in longer-term recruitment initiatives.

Participation in job fairs by station personnel with hiring responsibilities

Nationally:

- OPB had a booth at the 2015 National Association of Black Journalists (NABJ) 40th Annual Convention and Career Fair in Minneapolis, Minnesota. This is considered the nation's largest annual gathering of minority journalists. The OPB staff attending the conference and staffing the OPB booth included OPB's Vice President of Programming (oversees both TV and Radio programming) and our Manager of Recruitment and Benefits.
- OPB also had a booth at the 2015 Society for Professional Journalists Excellence In Journalism (EIJ) conference. This conference is a collaborative effort and includes The Radio Television Digital News Association (RTDNA), National Association of Hispanic Journalists (NAHJ) and Society of Professional Journalists (SPJ). The primary focus of EIJ is to be an educational, skills-building, career-oriented conference with high-caliber training. . The OPB staff attending this conference and staffing the OPB booth included two Digital Producers from our newsroom and our Manager of Recruitment and Benefits

Locally:

- OPB had a booth at the Urban League of Portland's 22nd Annual Career Connections Job Fair in April The OPB booth was staffed by OPB's Manager of Recruitment and Benefits.
- OPB had a booth at [PGE's 2015 Diversity Summit](#) in April, which was staffed by OPB's Manager of Recruitment and Benefits. Additionally, OPB's Chief Content Officer, Executive Editor of News and Director of Human and Volunteer Resources attended sessions and networked in the sessions.
- OPB had a booth at the [Hispanic Metropolitan Chamber 12th Annual Employment & Business Fair](#) in October. The OPB booth was staffed by OPB's Manager of Recruitment and Benefits.

Participation in events or programs relating to career opportunities sponsored by educational institutions

- OPB's Executive Editor for News staffed a table at Columbia University's Journalism Career Expo. She also met with CCNY students about internships and career opportunities at OPB. Both events happened in March 2015.
- OPB's Manager of Volunteer Resources visited the University of Oregon's School of Journalism and Communications in November, talking with two classes about working in public media. She also conducted multiple faculty visits and hosted an informational session for students.

- Annually OPB media staff travel to the University of Oregon and meet with journalism graduate and under graduate students. There they view each student's journalism project and critique each. This year *Oregon Art Beat's* Executive Producer and an *Oregon Art Beat* producer worked with journalism students.
- OPB participated in [Linfield College Career Development](#), "Landing The Job" workshops for students in April. OPB's Manager of Recruitment and Benefits presented to students and answered questions regarding career search and interview techniques.
- OPB's Manager of Recruitment and Benefits met with [Linfield College's](#) Social Sciences student group in April.
- In February, OPB's Manager of Recruitment and Benefits met with [George Fox University](#) MBA student group to give them an overview of OPB's history, culture, and practices—this was to help them prepare a presentation about OPB for their class.
- OPB's Manager of Recruitment and Benefits met with Linfield College's graduating class to advise regarding career search, interview techniques, resume preparation & presentation in January.

Establishment of an internship program designed to assist members of the community to acquire 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 this period, OPB continued to promote new internship opportunities with our engineering and IT teams. During the past year, OPB provided 24 individuals with unpaid educational experiences. In addition to the [many unpaid internship opportunities](#) throughout the organization, OPB offers three paid internships.

- OPB offers the [Jon R. Tuttle Journalism and Production Minority Internship](#). This minority 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 broadcasting. 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.
- OPB also offers a paid [Maynard E. Orme Internship](#). This internship was established in honor of Maynard Orme's (former OPB President and CEO) considerable contributions to OPB to encourage students to cultivate skills in the development and production of high-quality news and public affairs programming. OPB's Senior Vice President and Chief Content Officer actively participates in the review and selection of the Orme intern. OPB had one Orme intern this past year.

- 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. OPB had two Snowden interns this past year.

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, opbnews.org, 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 16 interns involved in content creation.

Content Creation Internship Opportunities include:

- Field Videography/Studio Production
- 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 ProTools or Adobe Audition)
- Show production and support (pre and post, detail coordination, processes and timelines, research, logging, documentation, etc.)
- Video editing (using FinalCut Pro, AVID or 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. There were 4 business and operational interns this past year.

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 (Django, python, iOS, Android)

Providing training to management level personnel 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. Last year we focused on employee staffing. This year will focus on news and content producer efforts with diverse sources.
- Human Resources conducts in-depth conversations and trains search committee members prior to interviews regarding appropriate interviewing styles.
- Human Resources provides consultative support to all staff, including management, regarding affirmative action, continuing our commitment to ensure equal employment opportunity and preventing discrimination.

Participation in activities, other than the listed options

- OPB Tour Program – tours are held for groups and individuals, providing information regarding radio and television broadcasting, at their request. This past year we gave 23 tours to a total of 422 guests. Some of the groups included those with a focus on careers and opportunities in the media industry. These groups included:
 - Two sections of a television production class from Portland Community College
 - An international student group from Ngee Ann Polytechnics School of Film and Media in Singapore
 - A group of journalism students from Roosevelt High School
- This year OPB partnered with the International Center for Journalists (ICFJ) and also the State Department to host and provide information to visiting journalists. The International Center for Journalists was established in 1984 as a private, nonprofit organization. The Center helps the news media attain the highest possible standards, fulfill their role as reliable servants of the public, strengthen the independence of the press and broaden news coverage of local and global issues. The Center believes that a professional and well-informed press benefits not only its immediate audience, but people everywhere. For this reason, ICFJ fosters the widest possible exchange of views and information among journalists worldwide and collaborates with newspapers, radio stations, television companies and media assistance organizations in the United States and abroad. Since its establishment, ICFJ has relied on practical attachment programs with U.S. media organizations as one of the most effective ways to train visiting journalists and share American journalistic expertise.
- OPB also partnered with the State Department to provide mini-fellowships for participants in their journalist exchange program. The journalists explore new tools and trends in digital communication, attend the annual conference of the Online News Association, look at different facets of communication and the impact of information technology, and participate in ten-day fellowships with professionally relevant organizations. Professional development is supplemented through an online platform offering social media resources and open online courses, as well as additional trainings on planning, executing, and assessing integrated and effective social media campaigns. To enhance program sustainability and effectiveness, participants will create and implement individual follow-on projects in their home countries. As part of our efforts with both the State Department and also the ICFJ, this year OPB has worked with four journalists from the following countries: Guatemala, Egypt, Russia and Latvia.
- OPB Open House – This community event is held annually, opening television and radio studios, providing information about OPB to all who wish to come. The OPB Open House includes opportunities to talk to a variety of staff about careers in broadcasting.