



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

For the period commencing September 22, 2015 and ending September 21, 2016

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, KOAC-TV/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. Revised on March 23, 2017 to add KTVR-FM, KETP, KHRV, KOAP, KOBK, KOBN, KOJD as stations in the employment unit.

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
<p>Member Retention Coordinator</p> <p>10/5/15</p>	<p align="center">8</p>	<p>OPB Website (2) OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mosaic Metier LinkedIn Groups (Oregon Professionals of Color, WVDO, Non Profit Network, Success Minded African Americans, OPB Alumni, Public Broadcasting Service Alumni, Public Radio) Nonprofit Association of Oregon Mac's List (1) CNRG Idealist (1) INPM</p>	<p align="center">Idealist</p>

<p>Member Retention Coordinator (cont.)</p>		<p>Young Nonprofit Professionals Association (Portland) WVDO PSU (1) U of O WSU Vancouver PRADO (by OPB employee) PledgeChat (by OPB employee) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee account) Indeed (aggregate site – not posted by OPB) (2) RACC (not posted by OPB) (1)</p>	
<p>Digital Fundraising Coordinator</p> <p>11/16/15</p>	<p>3</p>	<p>OPB Website (1) OPB All Staff email (1) OPB Staff Lounge – post hard copy of announcement OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mosaic Metier Nonprofit Association of Oregon Mac's List CNRG Idealist (1) INPM Young Nonprofit Professionals Association (Portland) WVDO PSU U of O WSU Vancouver Twitter (OPB employee accounts)</p>	<p>OPB All Staff email</p>

<p>Payroll Accountant</p> <p>12/1/15</p>	<p>2</p>	<p>OPB Website (1) OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Mosaic Metier LinkedIn Groups (Payroll and Related Topics, Payroll, Payroll Professionals, Payroll Consultants Network, American Payroll Association, ADP Workforce Now - Users & Associates, Global Payroll Association, HRIS & Payroll Professional Network, HR & Payroll Application Knowledge Exchange, ADP - Automatic Data Processing Alumni) CNRG Idealist.org INPM Young Nonprofit Professionals Association PDX PSU OSU SOU WOU EOU University of Portland LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (aggregate site – not posted by OPB) (1)</p>	<p>opb.org</p>
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<p>Digital Producer</p> <p>(2 hires from same recruitment)</p> <p>12/31/15 and 1/6/16</p>	<p>11</p>	<p>OPB Website (4) OPB All Staff email (1) OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs (1) Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac’s List Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups (OPB Alumni, UNITY: Journalists for Diversity, ThoseInMedia, Talking Radio, Online reporters and editors, National Association of Hispanic Journalists, Native American Journalists Association, Media Diplomat, Media Jobs, Media Professionals Worldwide, LinkedIn for Journalists, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, Find a journalist - around the world, Success Minded African Americans, Asian American Journalists Association (AAJA), Hacking Journalism, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition) 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 JournalismNext.com Online News Association National Newspaper Publishers Association South Asian Journalists Association Media Bistro CPB Jobline USC Annenberg School for Communications & Journalism UC Berkeley Graduate School of Journalism</p>	<p>Media Bistro (1)</p> <p>From OPB employee (1)</p>
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<p>Digital Producer (cont.)</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) University of Missouri Journalism School NPR (by OPB employee) PRI (by OPB employee) APM (by OPB employee) PRX (by OPB employee) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Google+ (OPB employee accounts) From OPB employee (3) </p>	
<p>Production Manager</p> <p>2/1/16</p>	<p>5</p>	<p> OPB Website (2) OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon (NAO) Mosaic Metier LinkedIn Groups (OPB Alumni, Media Professionals Worldwide, Oregon Professionals of Color, Public Broadcasting Service Alumni, Media Jobs, Media Diplomat, Media & </p>	<p>Notified by a friend</p>

<p>Production Manager (cont.)</p>	<p>Entertainment Professionals, pdxMindShare - Portland's Career Community, Success Minded African Americans, ThoseInMedia) Oregon Film Production Hub (1) OMPA Women in Film Bay Area Women in Film Los Angeles Women in Film Seattle CPB Jobline Current Entertainment Careers NW Film Center RACC 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) University of Missouri Journalism School NYU Film School (Tisch School of the Arts) UCLA Film School University of Texas Film School George Washington U Film School Stanford Film School PSU Sent to Production Managers in OMPA directory (by OPB employee) Facebook (OPB employee accounts)</p>	
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Production Manager (cont.)		LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Notified by a friend (1) Notified by a colleague (1)	
Associate Director of On-Air Fundraising 12/28/15	5	OPB Website (1) OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs #fundraising Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mosaic Metier LinkedIn Groups (Willamette Valley Development Officers (WVDO), The Chronicle of Philanthropy, Nonprofit Leadership, Nonprofit & Philanthropy Jobs, Powered by ImpactFlow, Non Profit Network (nonprofit), Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, OPB Alumni, pdxMindShare - Portland's Career Community) Mac's List CNRG Idealist Nonprofit Association of Oregon INPM CPB Jobline Greater Public (1) Latino Public Radio Consortium NPR (by OPB employee) PRI (by OPB employee) APM (by OPB employee) PRX (by OPB employee) WVDO & WVDO eblast Current (1) AFP Oregon & SW Washington AFP NW Washington	From OPB employee

<p>Associate Director of On-Air Fundraising (cont.)</p>		<p>AFP Golden Gate Pledge Chat Yahoo Group (by OPB employee) Membership Chat Yahoo Group (by OPB employee) PRADO (by OPB employee) LinkedIn (OPB employee accounts) Facebook (OPB employee account) Twitter (OPB employee account) From OPB employee (1) Indeed (aggregate site – not posted by OPB) (1)</p>	
<p>News Director 2/8/16</p>	<p>8</p>	<p>OPB Website OPB All Staff email (1) OPB Staff Lounge – post hard copy of announcement OPB LinkedIn (1) OPB Twitter #mediadiversity #pubjobs #nprjobs (1) Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslis Portland Mac's List (1) Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, Find a Journalist - around the world, Media Jobs, Media Diplomat, National Association of Hispanic Journalists, Native American Journalists Association, pdxMindShare - Portland's Career Community, Success Minded African Americans, Asian American Journalists Association (AAJA), Hacking Journalism, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition, Online reporters and editors, UNITY: Journalists for Diversity, ThoseInMedia 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</p>	<p>Poynter</p>

<p>News Director (cont.)</p>	<p> Poynter.org (1) JournalismNext.com Online News Association National Newspaper Publishers Association South Asian Journalists Association Media Bistro 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) University of Missouri Journalism School NETA (by OPB employee) Staff at Columbia Journalism School (by OPB employee) LinkedIn (OPB employee accounts) Twitter (OPB employee account) Facebook (OPB employee account) From OPB employee (2) </p>	
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<p>Producer/Reporter</p> <p>(2 hires from same recruitment)</p> <p>2/8/16 and 3/21/16</p>	<p>9</p>	<p>OPB Website (1) OPB All Staff email (4) OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac’s List Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups (OPB Alumni, UNITY: Journalists for Diversity, ThoseInMedia, Talking Radio, Online reporters and editors, National Association of Hispanic Journalists, Native American Journalists Association, Media Diplomat, Media Jobs, Media Professionals Worldwide, LinkedIn for Journalists, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, Find a journalist - around the world, Success Minded African Americans, Asian American Journalists Association (AAJA), Hacking Journalism, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists In Transition) Oregon Film (aka The Confluence) Production Hub OMPA (1) Women in Film Bay Area Women in Film Los Angeles Women in Film Seattle Journalism Jobs 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 Journalism Next ONA</p>	<p>Current (1)</p> <p>OPB All Staff email (1)</p>
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<p>Producer/Reporter (cont.)</p>	<p>South Asian Journalists Association CPB Jobline Current (1) 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 aka CCNY) University of Missouri Journalism School NYU Film School (Tisch School of the Arts) UCLA Film School University of Texas Film School George Washington U Film School Stanford Film School Facebook pages for OMPA, PSU Film Crew, FilmMakers Generation Next Incorporated, Oregon Media & Film group (by OPB employee) NETA Online (by OPB employee) Facebook page for USC Film School (by OPB employee) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Google+ (OPB employee accounts) OPB Recruiter at 2015 Excellence in Journalism conference (1)</p>	
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<p>Accountant 2/22/16</p>	<p>9</p>	<p>OPB Website (2) OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslit Portland (1) Mac's List Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups (Public Radio, Public Broadcasting Service Alumni, OPB Alumni, Oregon Professionals of Color, pdxMindShare - Portland's Career Community, Success Minded African Americans, Accountants in Practice, Nonprofit & Philanthropy Jobs, powered by ImpactFlow, Non Profit Network) CNRG Idealist.org INPM LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (aggregate site – not posted by OPB) (6)</p>	<p>Craigslit Portland</p>
<p>Field Coordinating Producer 3/7/16</p>	<p>4</p>	<p>OPB Website (1) OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs (1) Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslit Portland Mac's List Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups (Media Diplomat, Media Jobs, Media Professionals Worldwide, Media & Entertainment Professionals, Oregon Professionals of Color, Success Minded African</p>	<p>UC Berkeley Graduate School of Journalism</p>

<p>Field Coordinating Producer (cont.)</p>	<p>Americans, Public Broadcasting Service Alumni, National Association of Hispanic Journalists, Asian American Journalists Association (AAJA), OPB Alumni, Broadcast Media Professionals, Hacking Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Native American Journalists Association, ThoseInMedia, UNITY: Journalists for Diversity)</p> <p>Oregon Film Production Hub</p> <p>OMPA</p> <p>Women in Film Portland</p> <p>Women in Film Bay Area</p> <p>Women in Film Los Angeles</p> <p>Women in Film Seattle</p> <p>NW Film Center</p> <p>RACC</p> <p>USC Annenberg School for Communications & Journalism</p> <p>UC Berkeley Graduate School of Journalism (1)</p> <p>Knight Digital Media Center (UC Berkeley)</p> <p>Knight Digital Media Center (USC Annenberg)</p> <p>New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication</p> <p>U of O</p> <p>U of O School of Journalism aka Turnbull Center</p> <p>Stanford Film School</p> <p>PSU</p> <p>Facebook (OPB employee accounts)</p> <p>LinkedIn (OPB employee accounts)</p> <p>Twitter (OPB employee accounts)</p> <p>From OPB employee (1)</p>	
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<p>Receptionist / Administrative Services Assistant</p> <p>(2 hires from same recruitment)</p> <p>4/25/16</p>	<p>7</p>	<p>OPB Website (1) OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslis Portland (2) Mosaic Metier LinkedIn Groups (Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, OPB Alumni, pdxMindShare - Portland's Career Community, Success Minded African Americans, Non Profit Network) Mac's List (2) Nonprofit Association of Oregon PSU PCC Clackamas Community College LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Notified by a colleague (1) Indeed (aggregate site – not posted by OPB) (1)</p>	<p>Craigslis Portland (2)</p>
<p>Membership Giving Coordinator</p> <p>5/23/16</p>	<p>3</p>	<p>OPB Website OPB All Staff email (1) OPB Staff Lounge – post hard copy of announcement OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslis Portland Mosaic Metier Nonprofit Association of Oregon Mac's List (2) CNRG Idealist</p>	<p>OPB All Staff email</p>

<p>Membership Giving Coordinator (cont.)</p>		<p>INPM Young Nonprofit Professionals Association (Portland) WVDO PSU U of O WSU Vancouver University of Portland LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts)</p>	
<p>Director of Information Technology</p> <p>7/1/16</p>	<p>7</p>	<p>OPB Website (2) OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn LinkedIn Groups (Media Diplomat, Media Jobs, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, BroadcastEngineering, Broadcast and Broadcast Technology Recruitment, OPB Alumni, pdxMindShare - Portland's Career Community, Success Minded African Americans, Broadcast and Radio Professionals, Broadcast Media Professionals, Mac's List, Oregon Association of Broadcasters, ThoseInMedia) OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations Craigslist Portland (3) Mosaic Metier Mac's List (1) Nonprofit Association of Oregon CPB CNRG Idealist INPM Young Nonprofit Professionals Association (Portland) Current IEEE Society of Broadcast Engineers (SBE) National PDX Women in Technology Twitter PDX Women in Technology Women in Technology National</p>	<p>Indeed (aggregate site – not posted by OPB)</p>

<p>Director of Information Technology (cont.)</p>		<p>Women of Color in Tech Latinos in Information Science and Technology Association Blacks in Technology PSU U of O WSU OIT OSU Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) Indeed (aggregate site – not posted by OPB) (1)</p>	
<p>Market Research Analyst</p> <p>7/11/16</p>	<p>4</p>	<p>OPB Website OPB All Staff email (1) OPB Staff Lounge – post hard copy of announcement OPB LinkedIn (1) OPB Twitter #mediadiversity #pubjobs #nprjobs LinkedIn Groups (Media Diplomat, Media & Marketing Professionals Worldwide, Media Jobs, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, Digital Marketing: Social Media, Search, Mobile & More; pdxMindShare - Portland's Career Community, Social Media Marketing, Success Minded African Americans, Nonprofit & Philanthropy Jobs Powered by ImpactFlow, The Chronicle of Philanthropy, OPB Alumni, Broadcast & Radio Professionals, Non Profit Network (nonprofit), Talking Radio, ThoseInMedia, Willamette Valley Development Officers WVDO)</p>	<p>CPB</p>

<p>Market Research Analyst (cont.)</p>		<p>Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mosaic Metier Mac's List (1) Nonprofit Association of Oregon CPB (1) Current.org LinkedIn (OPB employee accounts) Facebook (OPB employee accounts) Twitter (OPB employee accounts)</p>	
<p>Archivist 7/18/16</p>	<p>6</p>	<p>OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups (Digital Asset Management, Media Diplomat, Media Jobs, Nonprofit & Philanthropy Jobs Powered by ImpactFlow, Non Profit Network (nonprofit), Oregon Professionals of Color, OPB Alumni, pdxMindShare - Portland's Career Community, Public Broadcasting Service Alumni, Public Radio, Success Minded African Americans, ThoseInMedia, The Chronicle of Philanthropy, YNPN Portland) Society of American Archivists The International Association of Sound and Audiovisual Archives The Association of Moving Image Archivists UCLA (Moving Image Archive Studies) NYU UW Museology Program opbmusic DJ group LinkedIn (OPB employee accounts)</p>	<p>From OPB Employee</p>

Archivist (cont.)		Twitter (OPB employee accounts) From OPB employee (1) Indeed (aggregate site – not posted by OPB) (1) Code4lib (not posted by OPB) (2) Archives Gig (not posted by OPB) (2)	
Payroll Accountant 9/1/16	4	OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (2) Urban League of Portland Mac's List (1) Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, OPB Alumni, pdxMindShare - Portland's Career Community, Accountants in Practice, Mac's List, Nonprofit & Philanthropy Jobs powered by ImpactFlow, Non Profit Network (nonprofit), Payroll and Related Topics, Payroll, Payroll Professionals, Payroll Consultants Network, American Payroll Association, ADP Workforce Now - Users & Associates, Global Payroll Association, HRIS & Payroll Professional Network, HR & Payroll Application Knowledge Exchange, ADP - Automatic Data Processing Alumni American Payroll Association - Portland Chapter American Payroll Association - National Chapter Accounting.com Institute of Management Accountants CNRG Idealist.org INPM Young Nonprofit Professionals Association PDX PSU OSU SOU WOU	Mac's List

Payroll Accountant (cont.)		EOU University of Portland Clark College WSU LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Notified by a colleague (1)	
Member Center Representative 9/1/16	5	OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Urban League of Portland Mosaic Metier Nonprofit Association of Oregon Mac's List (2) CNRG Idealist INPM Young Nonprofit Professionals Association (Portland) WVDO PSU PCC MHCC Clark College Vancouver WSU Vancouver University of Portland U of O LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) From OPB employee (1) Indeed (aggregate site – not posted by OPB) (1) Notified by a friend (1)	From OPB employee

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

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 St.
Portland, OR 97227
Phone: (503) 280-2600
uljobs@ulpdx.org
<http://ulpdx.org/>

Women in Film Bay Area
<http://www.bawifm.org/>
info@bawifm.org

Women in Film Los Angeles
<https://womeninfilm.org/>
info@wif.org

Women in Film Portland <http://wifpdx.org/>
whatsupwif@wifpdx.org

Women in Film Seattle
<http://www.womeninfilmseattle.org/>
wif@womeninfilmseattle.org

NATIONAL AFFIRMATIVE ACTION:

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

Blacks in Technology
<http://www.blacksintech.com/>

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

Latinos in Information Science and
Technology Association
<http://techlatino.org/category/latinos-in-information-sciences-and-technology-association/>

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

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

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>

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

Women of Color in Tech -
<http://www.wocintechchat.com/>

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 (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.

Resource	Contact	Contact Information
Accounting.com		http://www.accounting.com/
* Affiliated Tribes of Northwest Indians	Charlie	atni@atntribes.org
American Payroll Association		http://www.americanpayroll.org/job-board-2/
American Payroll Association (Portland Metro Chapter)		https://apaportland.starchapter.com/members.php
Asian American Journalists Association		http://www.aaja.org
Asian American Journalists Association – Portland Chapter		http://www.aaja.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) NW Washington		http://www.afp washington.org/
The Association of Moving Image Archivists		http://www.amianet.org/ AMIA-L@LSV.UKY.EDU
Blacks in Technology		https://www.blacksintechology.net/
Bennett College	Ebony Kendrick	http://www.bennett.edu
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
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
George Washington University Film School		harveyf@gwu.edu
* Goodwill Job Connection	Maggie Mashia	mmashia@gicw.org
Google+		www.google.com/+ (employee account)
Greater Public		http://greaterpublic.org/node/add/job
* 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
Idealist		http://www.idealist.org
IEEE		http://careers.computer.org/
Indiana University School of Journalism		http://www.journalism.indiana.edu
The International Association of Sound and Audiovisual Archives		http://www.iasa-web.org/ IASALIST@NB.NO
Institute for Nonprofit Management (INPM) listserv at PSU		http://www.inpm.pdx.edu
JournalismJobs		http://www.journalismjobs.com
JournalismNext		http://www.journalismnext.com and Facebook page
* 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 Radio Consortium		flohernandezramos@comcast.net http://www.latinopublicradioconsortium.org
Latinos in Information Science and Technology Association		http://techlatino.org/category/latinos-in-information-sciences-and-technology-association/
LinkedIn		http://www.linkedin.com/company/oregon-public-broadcasting and employee accounts

<p>LinkedIn – Groups</p>		<p>http://www.linkedin.com Accountants in Practice; ADP - Automatic Data Processing Alumni; ADP Workforce Now - Users & Associates; American Payroll Association; Asian American Journalists Association (AAJA); Broadcast & Radio Professionals; Broadcast and Broadcast Technology Recruitment; Broadcast and Radio Professionals; Broadcast Media Professionals; BroadcastEngineering; Digital Asset Management; Digital Marketing: Social Media, Search, Mobile & More; Find a journalist - around the world; Global Payroll Association; Hacking Journalism; HR & Payroll Application Knowledge Exchange; HRIS & Payroll Professional Network; Innovation Journalism; Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com; Journalist Jobs; Journalists in Transition; LinkedIn for Journalists; Mac's List; Media & Entertainment Professionals; Media & Marketing Professionals Worldwide; Media Diplomat; Media Jobs; Media Professionals Worldwide; National Association of Hispanic Journalists; Native American Journalists Association; Non Profit Network (nonprofit); Nonprofit & Philanthropy Jobs, Powered by ImpactFlow; Nonprofit Leadership; Online reporters and editors; OPB Alumni; Oregon Association of Broadcasters; Oregon Professionals of Color; Payroll; Payroll and Related Topics; Payroll Consultants Network; Payroll Professionals; pdxMindShare - Portland's Career Community; Public Broadcasting Service Alumni; Public Radio; Social Media Marketing; Success Minded African Americans; Talking Radio; The Chronicle of Philanthropy; ThoseInMedia; UNITY: Journalists for Diversity; Willamette Valley Development Officers (WVDO); YNPN Portland</p>
<p>Mac's List</p>		<p>http://www.macslist.org</p>
<p>* Marylhurst University</p>		<p>lbrown@marylhurst.edu</p>

* Mary's Woods Retirement Community at Marylhurst	L. Nevius	Inevius@maryswoods.com
Media Bistro		https://www.mediabistro.com/
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 Association of Black Journalists		http://careerservices.nabj.org
National Association of Hispanic Journalists		http://www.nahj12.com
* 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
NW Film Center		https://nwfilm.org/ info@nwfilm.org
New York University (NYU) Film School - Tisch School of the Arts		https://www.collegecentral.com/tisch/Employer.cfm
New York University – Archives Program		http://www.nyu.edu/life/resources-and-services/career-development/employers/post-a-job.html
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 Commission on Black Affairs (OCBA)	Nancy Kramer	OACO.mail@oregon.gov
Oregon Film (aka The Confluence)		http://oregonconfluence.com/jobs/

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	amcclure@piccom.org http://www.piccom.org
* Portland Community College (PCC)		http://www.pcc.edu
Portland State University (PSU)		http://www.pdx.edu/careers
* Portland State University (PSU) 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
Production Hub		https://www.productionhub.com/account/login
Public Radio Association of Development Officers (PRADO)		http://www.pradoweb.org
Regional Arts and Culture Council (RACC)		https://www.racc.org/
* Rehabilitation Consultants		http://www.paulsee.com paul@paulsee.com
Society of American Archivists		http://careers.archivists.org/employers/
Society of Broadcast Engineers (SBE)		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 Professional Journalists (SPJ)		http://www.spj.org/
South Asian Journalists Association		http://www.saja.org
Southern Oregon University (SOU)		http://www.sou.edu/careers
Stanford Film School		artdepartment@stanford.edu
Traffic Directors Guild of America (TDGA)		http://www.tdga.org/classified-ads
* TVW, Inc.	Christie Theeler	http://www.tv-workshop.com/ ctheeler@twinc.org

Twitter - @opb		http://www.twitter.com - #pubjobs, #nprjobs, #opb, #publicmediajobs, #mediadiversity, #thinkpublicmedia and employee accounts
UC Berkeley Graduate School of Journalism/Knight Digital Media Center		http://www.journalism.berkeley.edu/jobs/list/jobs
UCLA (School of Theater, Film and Television)		info@tft.ucla.edu
UCLA (Moving Image Archive Studies)		becker@gseis.ucla.edu ; gershon@gseis.ucla.edu
University of Missouri Journalism		https://www.myinterfase.com/umcolumbia/employer/jobs@uoregon.edu
* University of Oregon (U of O)		http://career.uoregon.edu/primary-links/programs/career-counseling
University of Portland (U of P)		http://www.up.edu
University of Wisconsin-Madison		http://www.wisc.edu
University of Texas Film School		https://www.myinterfase.com/hireutexas/employer/ https://moody-utexas-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0
* 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
UW Museology Program		http://depts.washington.edu/uwmuse/about/contact
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 Film Bay Area		http://www.bawifm.org/info@bawifm.org
Women in Film Los Angeles		https://womeninfilm.org/info@wif.org
Women in Film Portland		http://wifpdx.org/whatsupwif@wifpdx.org

Women in Film Seattle		http://www.womeninfilmseattle.org/ wif@womeninfilmseattle.org
Women of Color in Tech		http://www.wocintechchat.com/
Women in Technology International		http://www.witi4hire.com/
Young Nonprofit Professionals of Portland		http://www.ynpnportland.org/

Participation in longer-term recruitment initiatives.

Participation in job fairs by station personnel with hiring responsibilities

- OPB joined NPR and two dozen other public media organizations from across the country to host the first ever “Public Media Village” at the 2016 joint convention of the National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) in Washington, D.C. 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 Chief Content Officer, our Vice President of Programming (oversees both TV and Radio programming), one of our Digital Producers, and our Manager of Recruitment and Benefits.
- OPB also had a booth and representative (our Manager of Recruitment and Benefits) at the 2016 Excellence In Journalism (EIJ) conference in New Orleans. This conference is a collaborative effort and includes The Radio Television Digital News Association (RTDNA), Native American Journalists Association (NAJA) and the Society of Professional Journalists (SPJ). The primary focus of EIJ is to be an educational, skills-building, career-oriented conference with high-caliber training.

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

- OPB’s Manager of Volunteer Resources visited the University of Oregon’s School of Journalism and Communications in January, talking with three classes about working in public media. She also conducted multiple faculty visits, hosted an informational session for students, and met with the staff of the student paper.
- OPB’s Manager of Volunteer Resources visited Journalism classes at Portland Community College and Mount Hood Community College to talk about working in public media and OPB’s internship opportunities for students.
- Throughout the year OPB’s Manager of Recruitment and Benefits meets with students, both individually as well as in large groups (such as Linfield College’s annual visit in January), to answer questions and provide guidance about the job search process and also to facilitate visits to OPB where students interested in media careers may spend a day onsite and sit in on in the news meetings and the production of OPB’s daily radio public-affairs talk show, “Think Out Loud.”

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 23 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 a paid internship 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 one Snowden intern this past year.

This year OPB is introducing a new paid Internship for Emerging Journalists, creating a public media career pathway for traditionally underrepresented individuals.

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 22 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 3 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

- 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. As part of our efforts with both the State Department and also the ICFJ, this year OPB has worked with two journalists from 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.