



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

For the period commencing September 22, 2017 and ending September 21, 2018

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/Glendon Beach, KOJD/John Day, KOPB-FM/Portland, KOTD/The Dalles, KRBM/Pendleton, KTMK/Tillamook, KTVR-FM/La Grande, KOACTV/Corvallis, KOAB-TV/Bend, KTVR-TV/LaGrande, KEPB-TV/ Eugene, KOPB-TV/Portland. Oregon Public Broadcasting also has employees who work at noncommercial educational Station KMHD(FM), Gresham Oregon, under an Operating Agreement with the licensee of that station that took effect as of July 1, 2009 and hires for that station by OPB are also included.

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

Job Title	Total Interviewed for the Position	Recruitment Sources / Total Number Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Political Reporter/ Producer 10/16/17	<p align="center">6</p>	OPB Website OPB All Staff email (1) OPB Staff Lounge OPB LinkedIn LinkedIn Groups (Success Minded African Americans, Oregon Professionals of Color, Public Radio Service Alumni, Public Radio, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, OPB Alumni, Hacking Journalism, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition, UNITY: Journalists for Diversity, Online reporters and editors) OPB Twitter #mediadiversity #thinkpublicmedia (1) Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Seattle Mac's List Nonprofit Association of Oregon	Twitter (OPB employee accounts)

	<p> Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Journalism Jobs Society of Professional Journalists 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 Online News Association South Asian Journalists Association Media Bistro/Adweek Current Greater Public 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 University of Oregon School of Journalism and Communication and via Twitter CUNY (City University of New York aka CCNY) University of Missouri </p>	
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		University of Missouri Journalism School NYU Journalism School Producers Workshop Online and Next Generation Leadership Fellows' email group - (OPB employee posted) WGBH (OPB employee posted) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) (2) Notified by current OPB staff member (2)	
Information Security Administrator 10/17/17	3	OPB Website OPB All Staff email (1) OPB Staff Lounge LinkedIn Group (OPB Alumni) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Portland Community College Clackamas Community College Community Nonprofit Resource Group Idealist Institute for Nonprofit Management (INPM) listserv at Portland State University PBS Jobline Young Nonprofit Professionals Association (YNPN) Technology Association of Oregon (TAO) Women in Technology - Portland	OPB All Staff email

		<p>Women in Technology - National Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Oregon State University Western Oregon University Oregon Institute of Technology Facebook (OPB employee accounts) (1) Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) Indeed (aggregate site – not posted by OPB) (1)</p>	
<p>Product Owner 10/30/17</p>	<p>5</p>	<p>OPB Website (1) OPB All Staff email OPB Staff Lounge LinkedIn Group (OPB Alumni) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Portland Community College Clackamas Community College Community Nonprofit Resource Group Idealist Institute for Nonprofit Management (INPM) listserv at Portland State University Young Nonprofit Professionals Association (YNPN) Technology Association of Oregon (TAO)</p>	<p>OPB Website</p>

		<p>Oregon State University Western Oregon University Oregon Institute of Technology PBS Jobline Women in Technology - Portland Women in Technology - National Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) Glassdoor (aggregate site – not posted by OPB) (2) Indeed (aggregate site – not posted by OPB) (2)</p>	
<p>Think Out Loud Producer 10/30/17</p>	<p>9</p>	<p>OPB Website (4) OPB All Staff email OPB Staff Lounge OPB LinkedIn LinkedIn Groups (Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, Media Diplomat, Media Jobs, National Association of Hispanic Journalists, OPB Alumni, Success Minded African Americans, Broadcast and Radio Professionals, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition, Mac's List, Native American Journalists Association, Talking Radio, ThoseinMedia, UNITY: Journalists for Diversity) OPB Twitter #mediadiversity #thinkpublicmedia (1) Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslis Portland Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline (1) University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon</p>	<p>Twitter #thinkpublicmedia</p>

		<p>Journalism Next Journalism Jobs (1) Society of Professional Journalists 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 Online News Association South Asian Journalists Association Media Bistro/Adweek Current Capital Press Club Greater Public Public Radio News Directors, Inc. 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 University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri University of Missouri Journalism School NYU Journalism School Facebook (OPB employee accounts) (1) Facebook groups via OPB employee (Public Media Journalists and Public Media Millennials)</p>	
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		<p>LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Thinkpublicmedia.org (this group's careers page has a link that redirects to OPB's careers page) (1)</p>	
<p>Network Center Support Technician</p> <p>10/30/17</p>	<p>7</p>	<p>OPB Website (3) OPB All Staff email OPB Staff Lounge OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (2) Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Current PBS Jobline Network and System Professional Association (NaSPA) Women in Technology - Portland Women in Technology - National Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Washington State University Oregon Institute of Technology Oregon State University Portland Community College Clackamas Community College Chemeketa Community College Indeed (aggregate site – not posted by OPB) (1) Notified by current OPB staff member (1)</p>	<p>Indeed (not posted by OPB)</p>

<p>Weekend Edition Host/Producer</p> <p>11/1/17</p>	<p>2</p>	<p>OPB Website (1) OPB All Staff email (1) OPB Staff Lounge OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Seattle Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Journalism Jobs Media Moves Society of Professional Journalists 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 Online News Association South Asian Journalists Association Media Bistro/Adweek Current Public Radio Program Directors, Inc. USC Annenberg School for Communications & Journalism UC Berkeley Graduate School of Journalism</p>	<p>OPB All Staff email</p>
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		<p>Berkeley 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 Columbia Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri NYU Journalism School LinkedIn (OPB employee accounts) Twitter (OPB employee accounts)</p>	
<p>KMHD Host/ Announcer</p> <p>11/1/17</p>	<p>4</p>	<p>OPB Website OPB All Staff email (2) OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia OPB LinkedIn Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon</p>	<p>OPB All Staff email</p>

		<p>KMHD Twitter KMHD Facebook Public Radio Program Directors All Access Media Bistro Current.org Greater Public PRX Syracuse alumni jobs board (shared by OPB employee) UC Berkeley School of Journalism (not posted by OPB) (1) Facebook (OPB employee accounts) (1) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts)</p>	
<p>Executive Editor, Science and Environment</p> <p>11/15/17</p>	<p>7</p>	<p>OPB Website (1) OPB All Staff email (4) OPB Staff Lounge OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Society of Environmental Journalists Journalism Next Journalism Jobs Society of Professional Journalists National Association of Hispanic Journalists</p>	<p>OPB All Staff email</p>

	<p> Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org Online News Association South Asian Journalists Association Media Bistro/Adweek Current Greater Public USC Annenberg School for Communications & Journalism UC Berkeley 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 Columbia 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 University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri NYU Journalism School University of Texas Film School George Washington University Film School Stanford Film School Oregon Film/Confluence Production Hub Oregon Media Production Association Women in Film Portland chapter Women in Film Bay Area chapter </p>	
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		<p>Women in Film Los Angeles chapter Women in Film Seattle National Association of Science Writers Association of Health Care Journalists Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Notified by current OPB employee Indeed (aggregate site – not posted by OPB) (1) Notified by former colleague (1)</p>	
<p>Reporter/ Producer</p> <p>12/28/17</p>	<p>5</p>	<p>OPB Website OPB All Staff email OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Seattle Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline (1) University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Journalism Jobs (1) Society of Professional Journalists National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association (1) Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications</p>	<p>Notified by public media colleague</p>

		<p>Poynter.org Journalism Next Online News Association South Asian Journalists Association Media Bistro/Adweek Current Greater Public USC Annenberg School for Communications & Journalism UC Berkeley Graduate School of Journalism Berkeley 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 Columbia Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri NYU Journalism School LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Notified by public media colleague (1) Journalists of Color in Public Media Facebook group (not posted by OPB) (1)</p>	
<p>Technology Project Manager 1/23/18</p>	7	<p>OPB Website (2) OPB All Staff email OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section)</p>	OPB Website

		<p> Craigslist Portland Mac's List (1) Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Community Nonprofit Resource Group (CNRG) Idealist Institute for Nonprofit Management (INPM) listserv at Portland State University Young Nonprofit Professionals Association (YNPN) PBS Jobline Network and System Professional Association (NaSPA) Institute of Electrical and Electronics Engineers (IEEE) Society of Broadcast Engineers national Society of Broadcast Engineers local chapters 76, 141, 124 Women in Technology - Portland Women in Technology - National Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Technology Association of Oregon (TAO) Washington State University University of Portland LinkedIn (OPB employee accounts) Notified by a friend (1) Indeed (aggregate site – not posted by OPB) (3) </p>	
<p> Membership Retention Coordinator 3/6/18 </p>	<p>7</p>	<p> OPB Website (1) OPB All Staff email (2) OPB Staff Lounge OPB LinkedIn (1) LinkedIn Groups (Oregon Professionals of Color, Success Minded African Americans, OPB Alumni, Public Broadcasting Service Alumni, Public Radio, pdxMindShare, Mac's List, NonProfit Network, Nonprofit Philanthropy Jobs, The Chronicle of Philanthropy, Willamette </p>	<p>OPB All Staff email</p>

		<p>Valley Development Officers WVDO) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslis Portland Mac's List (3) Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Community Nonprofit Resource Group (CNRG) Idealist Institute for Nonprofit Management (INPM) listserv at Portland State University Young Nonprofit Professionals Association Willamette Valley Development Officers (WVDO) plus eblast Portland Community College Washington State University LinkedIn (OPB employee accounts)</p>	
<p>Political Reporter/ Producer 3/12/18</p>	<p>6</p>	<p>OPB Website (2) OPB All Staff email OPB Staff Lounge OPB LinkedIn LinkedIn Groups (Oregon Professionals of Color, Success Minded African Americans, Public Radio, Public Broadcasting Service Alumni, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, OPB Alumni, Journalist Jobs, Journalism Jobs, UNITY, Thoseinmedia, Talking Radio, Online Reporters and Editors) OPB Twitter #mediadiversity #thinkpublicmedia (1) Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslis Portland Craigslis Seattle Mac's List</p>	<p>OPB Twitter</p>

	<p> Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity Greater Public Journalism Jobs Society of Professional Journalists 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 Online News Association South Asian Journalists Association Adweek/Media Bistro Current USC Annenberg School for Communications & Journalism UC Berkeley 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 Columbia The Journalism School at Columbia University Medill Northwestern University Emerson University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication </p>	
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		<p>CUNY (City University of New York aka CCNY) University of Missouri Journalism School NYU Journalism School Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) (3)</p>	
<p>Researcher/ Writer, Science & Environment</p> <p>3/30/18</p>	<p>9</p>	<p>OPB Website (7) OPB All Staff email OPB Staff Lounge OPB LinkedIn LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, pdxMindShare, Mac's List, Innovation Journalism, UNITY, Journalist Jobs, Journalists in Transition, Online Reporters and Editors) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Seattle Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Society of Environmental Journalists Journalism Next Journalism Jobs Society of Professional Journalists National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association</p>	<p>Notified by a friend</p>

		<p>Native American Journalists Association National Association of Black Journalists Pacific Islanders in Communications Poynter.org Online News Association South Asian Journalists Association Current Greater Public USC Annenberg School for Communications & Journalism UC Berkeley Graduate School of Journalism Berkeley 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 Columbia Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Youth Radio (via OPB employee) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Notified by a friend (1) Radio meetup group Listen Up! (not posted by OPB) (1)</p>	
Researcher/ Writer, Arts & Culture	11	<p>OPB Website (3) OPB All Staff email (1) OPB Staff Lounge OPB LinkedIn</p>	Journalism Jobs

<p>3/30/18</p>	<p> LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, pdxMindShare, Mac's List, Innovation Journalism, UNITY, Journalist Jobs, Journalists in Transition, Online Reporters and Editors) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Seattle Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline (2) University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Journalism Next Journalism Jobs (1) Society of Professional Journalists 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 Online News Association South Asian Journalists Association Current Greater Public Oregon Film aka The Confluence Production Hub Oregon Media Production Association Women in Film and Video - Portland </p>	
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	<p> Women in Film and Video - Bay Area TV News Check Adweek/Media Bistro Center for Asian American Media (CAAM) Regional Arts and Culture Council (1) USC Annenberg School for Communications & Journalism UC Berkeley Graduate School of Journalism UC Berkeley 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 Columbia Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri NYU Journalism School UCLA film school University of Texas film school George Washington U film school Stanford film school Stanford University Syracuse Master's in Arts Journalism Youth Radio (via OPB employee) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Notified by current OPB staff member (1) Indeed (aggregate site – not posted by OPB) (2) </p>	
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<p>All Things Considered Producer/ News Anchor</p> <p>4/2/18</p>	<p>4</p>	<p>OPB Website (1) OPB All Staff email (2) OPB Staff Lounge OPB LinkedIn LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, Success Minded African Americans, Public Radio, Public Broadcasting Service Alumni, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, pdxMindShare, Mac's List, UNITY, ThoseinMedia, Talking Radio, Online Reporters and Editors) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Seattle Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline (1) University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Journalism Jobs Media Moves Society of Professional Journalists 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 Online News Association South Asian Journalists Association</p>	<p>OPB All Staff email</p>
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		<p>Adweek/Media Bistro Current Greater Public Public Radio Program Directors, Inc. USC Annenberg School for Communications & Journalism UC Berkeley 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 Columbia 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 University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School NYU Journalism School Facebook groups via OPB employee (Public Media Journalists and Radio Women Rule the World) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts)</p>	
<p>Producer/ Reporter Oregon Field Guide</p> <p>5/21/18</p>	<p>7</p>	<p>OPB Website (2) OPB All Staff email (2) OPB Staff Lounge OPB LinkedIn LinkedIn Groups (OPB Alumni, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, Success minded African Americans, Meida Jobs, National Association of Hispanic Journalists, Native American Journalists Association, Journalist Jobs, Journalism Jobs, Online Reporters and Editors, ThoseInMedia) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource)</p>	<p>OPB All Staff email</p>

	<p>Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity Greater Public Society of Environmental Journalists (1) Journalism Jobs Society of Professional Journalists 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 Online News Association South Asian Journalists Association Adweek/Media Bistro USC Annenberg School for Communications & Journalism UC Berkeley 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 Columbia The Journalism School at Columbia University Medill Northwestern University</p>	
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		<p>Emerson University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School (via OPB employee) John Hopkins science reporting program (via OPB employee) Facebook group via OPB employee (USC Film School Alumni) UC Berkeley J-School Alumni list (via OPB employee) Institute for Journalism and Natural Resources (via OPB employee) Twitter (OPB employee accounts), including #oregonfieldguide #pubmedia #journalismjobs Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Notified by current OPB staff member (1) Notified by a public media colleague (1)</p>	
<p>Systems Administrator 5/29/18</p>	<p>8</p>	<p>OPB Website (1) OPB All Staff email OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (2) Mac's List Nonprofit Association of Oregon Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Mt. Hood Community College Partners in Diversity Greater Public</p>	<p>Notified by current OPB staff member</p>

		<p>Women in Technology - Portland Women in Technology - National Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Network and System Professional Association (NaSPA) Engineering Technology Advisory Committee (PBS) (via OPB employee) Technology Association of Oregon (TAO) Community Nonprofit Resource Group (CNRG) Idealist Young Nonprofit Professionals Association of Portland (via LinkedIn) PBS Jobline Oregon State University Western Oregon University Oregon Institute of Technology Portland Community College Clackamas Community College Chemeketa Community College Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) Indeed (aggregate site – not posted by OPB) (4) Notified by current OPB staff member (1)</p>	
<p>NW Region Chief Engineer</p> <p>5/31/18</p>	<p>4</p>	<p>OPB Website OPB All Staff email OPB Staff Lounge OPB LinkedIn LinkedIn Groups (Oregon Professionals Of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, Broadcast Engineering, Broadcast And Radio Professionals, Broadcast And Broadcast Technology Recruitment, Opb Alumni, Rf Job/Engineers, Radio Network Planning And Optimization, Broadcast Media Professionals, Oregon Association Of Broadcasters) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon</p>	<p>Society of Broadcast Engineers national</p>

		<p>Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Mt. Hood Community College Partners in Diversity Greater Public Women in Technology - Portland Women in Technology - National Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Society of Broadcast Engineers local chapters 76, 141, 124 Society of Broadcast Engineers listserv (via OPB employee) Society of Broadcast Engineers national (2) Network and System Professional Association (NaSPA) Engineering Technology Advisory Committee (PBS) (via OPB employee) Washington State University Oregon Institute of Technology Oregon State University Eastern Oregon University Central Oregon Community College Portland Community College LinkedIn (OPB employee accounts) Notified by a colleague (1) Indeed (aggregate site – not posted by OPB) (1)</p>	
<p>Central Oregon Reporter/ Producer</p> <p>7/9/18</p>	<p>7</p>	<p>OPB Website (3) OPB All Staff email OPB Staff Lounge OPB LinkedIn LinkedIn Group (OPB Alumni) OPB Twitter #mediadiversity #thinkpublicmedia (1) Local Organizations (see organizations noted with a * in the Resource Agencies section)</p>	<p>Notified by current OPB staff member</p>

	<p> Craigslist Portland Craigslist Bend Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity Greater Public Journalism Jobs Society of Professional Journalists 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 Online News Association South Asian Journalists Association Adweek/Media Bistro USC Annenberg School for Communications & Journalism UC Berkeley 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 Columbia The Journalism School at Columbia University Medill Northwestern University Emerson </p>	
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		University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Facebook groups (Journalists of Color) – not posted by OPB (1) Facebook groups (Public Radio group) – not posted by OPB (1) Notified by current OPB staff member (1)	
Senior Accountant 7/16/18	9	OPB Website (1) OPB All Staff email OPB Staff Lounge OPB LinkedIn (1) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (1) Mac's List (3) Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity National Educational Telecommunications Association Greater Public Community Nonprofit Resource Group (CNRG) Idealist.org Young Nonprofit Professionals Association (Portland)	Indeed (not posted by OPB)

		Nonprofit Talent Oregon State University Western Oregon University LinkedIn (OPB employee accounts) Indeed (aggregate site – not posted by OPB) (2) Glassdoor (aggregate site – not posted by OPB) (1)	
Member Experience Manager 8/1/18	9	OPB Website (2) OPB All Staff email (1) OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List (4) Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity National Educational Telecommunications Association Greater Public Community Nonprofit Resource Group (CNRG) Idealist Institute for Nonprofit Management (INPM) listserv at Portland State University Young Nonprofit Professionals Association Willamette Valley Development Officers (WVDO) plus eblast (1) Portland Community College Washington State University Vancouver Ozarks Public Television (via OPB employee) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts)	OPB Website

		Twitter (OPB employee accounts) Indeed (aggregate site – not posted by OPB) (1)	
Producer, State of Wonder 8/1/18	10	<p>OPB Website (2) OPB All Staff email (1) OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity National Educational Telecommunications Association Greater Public Journalism Jobs Society of Professional Journalists 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 Online News Association South Asian Journalists Association USC Annenberg School for Communications & Journalism UC Berkeley</p>	Notified by current OPB staff member

		<p>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 Columbia The Journalism School at Columbia University Medill Northwestern University Emerson University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School opbmusic Facebook page Facebook groups (Journalists of Color in Public Media) by OPB employee Facebook (OPB employee accounts) (1) LinkedIn (OPB employee accounts) (1) Twitter (OPB employee accounts) Notified by current OPB staff member (3) Word of mouth (1) notified by a colleague via Twitter (1)</p>	
<p>Reporter/ Producer 8/31/18</p>	<p>8</p>	<p>OPB Website (2) OPB All Staff email OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia (1) Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College CPB jobline (1)</p>	<p>Notified by public media colleague</p>

	<p> University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity National Educational Telecommunications Association Greater Public Journalism Jobs Society of Professional Journalists 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 Online News Association South Asian Journalists Association Media Bistro USC Annenberg School for Communications & Journalism UC Berkeley 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 Columbia The Journalism School at Columbia University Medill Northwestern University Emerson University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School </p>	
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		<p>WAMU (via OPB employee) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) (1) Twitter (OPB employee accounts) (1) Notified by public media colleague (1) Notified by a colleague (1)</p>	
<p>Network Center Support Technician (Bend) 9/5/18</p>	<p>7</p>	<p>OPB Website (3) OPB All Staff email OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Bend Mac's List Nonprofit Association of Oregon Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Mt. Hood Community College Partners in Diversity Greater Public HireVeterans Engineering Technology Advisory Committee (PBS) (via OPB employee) Women in Technology - Portland Women in Technology - National Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Society of Broadcast Engineers local chapters 76, 141, 124 Society of Broadcast Engineers listserv (via OPB employee) Society of Broadcast Engineers national Network and System Professional Association (NaSPA)</p>	<p>Indeed (not posted by OPB)</p>

		<p>Washington State University Oregon Institute of Technology Oregon State University Eastern Oregon University Central Oregon Community College Portland Community College Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) (1) Indeed (aggregate site – not posted by OPB) (2) PBS Tech Con (met OPB employee) (1)</p>	
<p>Senior Camera Operator/ Editor</p> <p>9/17/18</p>	<p>13</p>	<p>OPB Website (5) OPB All Staff email OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (1) Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity National Educational Telecommunications Association Greater Public Journalism Jobs Society of Professional Journalists National Association of Hispanic Journalists Latino Public Radio Consortium Asian American Journalists Association Native American Journalists Association</p>	<p>Notified by current OPB staff member</p>

	<p>National Association of Black Journalists Pacific Islanders in Communications Poynter.org Journalism Next South Asian Journalists Association Adweek/Media Bistro Media Match USC Annenberg School for Communications & Journalism UC Berkeley 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 Columbia University 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 University of Oregon School of Journalism aka Turnbull Center CUNY (City University of New York aka CCNY) University of Missouri National Press Photographer Association (by OPB employee) USC Film School alumni Facebook page (by OPB employee) Facebook (OPB employee accounts) (1) LinkedIn (OPB employee accounts) Twitter (OPB employee account) Notified by current OPB staff member (3) Oregon Media Production Association (not posted by OPB) (2) Notified by a colleague (1)</p>	
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Total Number Interviewed by Recruitment Source

OPB Website **(47)**
Indeed (aggregate site – not posted by OPB) **(20)**
OPB All Staff email **(18)**
Notified by current OPB staff member **(13)**
Mac's List **(11)**
CPB jobline **(6)**
Craigslist Portland **(6)**
Twitter (OPB employee accounts) **(6)**
OPB Twitter #mediadiversity #thinkpublicmedia **(5)**
Facebook (OPB employee accounts) **(5)**
Notified by a colleague **(4)**
Journalism Jobs **(3)**
Glassdoor (aggregate site – not posted by OPB) **(3)**
LinkedIn (OPB employee accounts) **(3)**
Notified by public media colleague **(3)**
Notified by a friend **(2)**
OPB LinkedIn **(2)**
Oregon Media Production Association (not posted by OPB) **(2)**
Society of Broadcast Engineers national **(2)**
Asian American Journalists Association **(1)**
Notified by a colleague via Twitter **(1)**
Word of mouth **(1)**
Radio meetup group Listen Up! (not posted by OPB) **(1)**
Facebook group (Journalists of Color in Public Media) - not posted by OPB **(1)**
Facebook group (Journalists of Color) - not posted by OPB **(1)**
Facebook group (Public Radio group) – not posted by OPB **(1)**
Thinkpublicmedia.org (this group's careers page has a link that redirects to OPB's careers page) **(1)**
PBS Tech Con (via current OPB staff member) **(1)**
Regional Arts and Culture Council **(1)**
Society of Environmental Journalists **(1)**
UC Berkeley School of Journalism (not posted by OPB) **(1)**
Willamette Valley Development Officers (WVDO) plus eblast **(1)**

Total: 174

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 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>

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

Partners In Diversity
200 SW Market Street Suite 150
Portland, OR 97201
503-224-8684
<http://www.partnersindiversity.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@twwinc.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 Portland
<http://wifpdx.org/>
whatsupwif@wifpdx.org

Women in Tech – Portland
<http://www.pdxwit.org/>

NATIONAL AFFIRMATIVE ACTION:

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

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

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
* Affiliated Tribes of Northwest Indians	Charlie	atni@atntribes.org
AIR Listserv		https://airmedia.org/
All Access		https://www.allaccess.com/login?for=%2Fedit-account
Asian American Journalists Association		http://www.aaja.org
* Asian Health and Services Center	Christine Lau	info@ahscpx.org 3430 SE Powell, Portland, OR 97202
Association of Health Care Journalists		http://healthjournalism.org/prof-dev-post.php
Blacks in Technology		https://www.blacksintechology.net/
Bennett College	Ebony Kendrick	http://www.bennett.edu
Berkeley		https://app.joinhandshake.com/login
Capital Press Club		Send email to dkenny@capitalpressclub.org; derrick@threekeys.com capitalpressclub.org/home
Center for Asian American Media (CAAM)		email Momo Chang momo@caamedia.org
Central Oregon Community College		https://cocc-csm.symplicity.com/employers/?signin_tab=0&PHPSESSID=953a58322d63f101543fee6055fb64f6
Chemeketa Community College		http://www.chemeketa.edu/
City University of New York, CUNY and/or CCNY		http://www.journalism.cuny.edu/career-services/career-services-for-students/
Clackamas Community College		http://www.clackamas.edu/
Clark College		http://www.clark.edu/
Columbia Journalism School		http://www.journalism.columbia.edu/careers/JobPostings
Columbia University		https://app.joinhandshake.com/login
Community Nonprofit Resource Group (CNRG)		http://www.cnrq-portland.org
Corporation for Public Broadcasting (CPB) jobline		401 Ninth Street, NW, Washington DC 20004-2129 http://www.cpb.org
Craigslist Bend		https://bend.craigslist.org/

Craigslist Portland		http://portland.craigslist.org
Craigslist Seattle		https://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
Eastern Oregon University (EOU)		https://app.joinhandshake.com/login
Emerson College		https://app.joinhandshake.com/login
Facebook (OPB and KMHD)		http://www.facebook.com , http://www.facebook.com/opb , http://www.facebook.com/kmhd , http://www.facebook.com/opbmusic and employee accounts
George Washington University Film School		harveyf@gwu.edu
* Goodwill Job Connection	Maggie Mashia	mmashia@gicw.org
Greater Public Media Development and Marketing Conference (PMDC)		http://greaterpublic.org/node/add/job
HireVeterans		http://www.hireveterans.com/
* Hispanic Metropolitan Chamber of Commerce		333 SW 5 th Avenue, Suite 100, Portland, OR 97204 503-222-0280 info@hmccoregon.com http://www.hmccoregon.com
Idealist		http://www.idealist.org
Institute of Electrical and Electronics Engineers (IEEE)		http://careers.computer.org/
Indiana University School of Journalism		http://www.journalism.indiana.edu
Institute for Nonprofit Management (INPM) listserv at Portland State University		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, lrobinson@klm.portland.ihs.gov
* Klamath Tribes Newsletter	Sally Brandt	P.O. Box 436, Chiloquin, OR 97624 sally.brandt@klamathtribes.com
KMHD Twitter		@kmhd
Knight Digital Media Center UC Berkeley		email to Vicki Hammarstedt

		<vhammarstedt@berkeley.edu>; Pam Gleason <pgleason@berkeley.edu>
Knight Digital Media Center USC		email to vporter@usc.edu
Lane Community College		https://www.lanecollege.edu/
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 – Groups		http://www.linkedin.com Asian American Journalists Association (AAJA); Broadcast & Radio Professionals; Broadcast and Broadcast Technology Recruitment; Broadcast and Radio Professionals; BroadcastEngineering; Digital Asset Management; Hacking Journalism; Innovation Journalism; Journalism Jobs TV Radio Social Media PR Journalist Communication; JournalismJob.com; Journalist Jobs; Journalists in Transition; Mac’s List; Media Diplomat; Media Jobs; 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; Organizational change Pioneers; Oregon Association of Broadcasters; Oregon Professionals of Color; pdxMindShare – Portland’s Career Community; Public Broadcasting Service Alumni; Public Radio; Radio Network Planning & Optimization; RF Job/Engineers; Success Minded African Americans; Talking Radio; The Chronicle of Philanthropy; ThoseInMedia; UNITY: Journalists for Diversity; Willamette Valley Development Officers (WVDO)
Mac’s List		http://www.macslis.org
* Marylhurst University, removed 7/30/18 (university closing)		lbrown@marylhurst.edu
* Mary’s Woods Retirement Community at Marylhurst	L. Nevius	lnevius@maryswoods.com

Media Bistro/Adweek		https://www.mediabistro.com/
Media Moves		http://www.mediamoves.com/employer-panel/login
Medill Northwestern University		http://www.medill.northwestern.edu (through 6/27/18)
Medill Northwestern University		https://app.joinhandshake.com/login (beginning 6/28/18)
* Mt Hood Community College (MHCC), moved from local organizations 11/8/17 per their request		http://mhcc.edu/Employers/ OR https://www.collegecentral.com/mhcc/Employer.cfm
Mosaic Meter		http://www.mosaicmetier.com/
* Multnomah University		careerservices@multnomah.edu
Network and System Professional Association (NaSPA)		https://careers.naspa.com/
National Association of Black Journalists		http://careerservices.nabj.org
National Association of Hispanic Journalists		http://www.nahj12.com
National Association of Science Writers		https://www.nasw.org/node/add/job
* National Educational Telecommunications Association (NETA) moved from local organizations 3/13/18 per their request	Maryanne Schuessler	maryanne@netaonline.org
Native American Journalists Association		http://www.naja.com
New Media Innovation Lab at ASU Walter Cronkite School of Journalism & Mass Communication	Mike Wong	mike.wong@asu.edu
New York University (NYU) Film School - Tisch School of the Arts		https://www.collegecentral.com/tisch/Employer.cfm
NYU Journalism School		http://careerservices.nyujournalism.org/submit/
Nonprofit Association of Oregon		https://nonprofitoregon.org/
Online News Association (ONA)		http://www.journalists.org
OPB All Staff email		internal all OPB staff email
OPB LinkedIn		http://www.linkedin.com/company/oregon-public-broadcasting and employee accounts
OPB Staff lounge		Bulletin board in staff lunchroom
OPB Twitter		@opb, #mediadiversity, #thinkpublicmedia
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)		https://app.joinhandshake.com/login
Oregon Media Production Association (OMPA)	Tom & Jessica	info@ompa.org http://www.ompa.org
Oregon State University (OSU)		https://app.joinhandshake.com/login
Pacific Islanders in Communications	Amber McClure	amclure@piccom.org http://www.piccom.org
Partners in Diversity		http://www.partnersindiversity.org/jobs/post-a-job.html
PBS jobline		https://mypbs.org/secure/Home.aspx
* Portland Community College (PCC)		http://www.pcc.edu
Portland State University (PSU)		https://app.joinhandshake.com/login
* 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 News Directors, Inc. (PRNDI)		http://prndi.org/
PRX		https://www.prx.org/
Regional Arts and Culture Council (RACC)		https://www.racc.org/
* Rehabilitation Consultants		http://www.paulsee.com paul@paulsee.com
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 Environmental Journalists (SEJ)		http://www.sej.org/
Society of Professional Journalists (SPJ)		http://www.spj.org/
South Asian Journalists Association		http://www.saja.org
Stanford Film School		artdepartment@stanford.edu
Stanford University		https://app.joinhandshake.com/login

Syracuse Master's in Arts Journalism		http://newhouse.syr.edu/career-development/employers/post-job-or-internship
Technology Association of Oregon		http://www.techoregon.org/
Think Public Media		www.thinkpublicmedia.org
TV News Check		https://www.mediajobcenter.com/app/e/login?next=%2Fapp%2Fe%2Fshop%2F#/products/direct?add=21
* 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		http://www.journalism.berkeley.edu/jobs/list/jobs
UCLA (School of Theater, Film and Television)		info@tft.ucla.edu
University of Missouri		https://app.joinhandshake.com/login
University of Missouri Columbia 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 Oregon (U of O) School of Communications and Journalism, Turnbull Center	Julia Morrill	http://sojcareers.uoregon.edu/ jmorrill@uoregon.edu
University of Portland (U of P)		https://app.joinhandshake.com/login
University of Wisconsin-Madison		https://app.joinhandshake.com/login
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
Washington State University		https://app.joinhandshake.com/login
Washington State University - Vancouver		https://www.vancouver.wsu.edu/
Western Oregon University (WOU)		https://app.joinhandshake.com/login

* 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/
Women in Tech - Portland		http://www.pdxwit.org/
Worksource Oregon		http://www.worksourceoregon.org/
Young Nonprofit Professionals of Portland		http://www.ynpnportland.org/

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

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

- OPB joined NPR and two dozen other public media organizations from across the country as part of the public media recruiting efforts called Think Public Media at the following 2018 conventions and their associated career fairs:
 - National Association of Black Journalists (NABJ) considered the nation’s largest annual gathering of journalists of color;
 - Asian American Journalists Association (AAJA), and
 - Joint conference of the National Association of Hispanic Journalists (NAHJ) and the Native American Journalists Association (NAJA).
 - The OPB staff attending the various conferences and staffing the career fair booth included: OPB’s recruitment manager, several reporters, an on-air announcer, and a digital producer.
- OPB participated in the Northwest Youth Careers Expo on March 14, 2017. This event hosted more than 6,000 high school students from more than 75 schools across Oregon and SW Washington.

(4) Participation in at least four 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 on October 11 and 12th, 2017, participating in the following activities:

- Talked with 10 classes about working in public media, presented to about 400 students
- Conducted multiple faculty visits
- Hosted an informational session for students
- Throughout the year OPB’s Manager of Recruitment and Benefits meets and speaks with students in person, via telephone, and via email to answer questions and provide guidance about the job search process and also to facilitate visits to OPB (such as when Linfield College’s career center brought a group of students to OPB in January 2018 for a question and answer session about career development), 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.”

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

Internships

OPB continues our robust internship program. OPB's internships are updated and enhanced annually (see more information in the internships descriptions below). During the past year, OPB provided 23 individuals with unpaid educational experiences. In addition to the [many unpaid internship opportunities](#) throughout the organization, OPB offers the following paid internships:

- Last year, OPB introduced a new paid [Internship for Emerging Journalists](#), creating another public media career pathway for traditionally underrepresented individuals. This new paid internship joins another paid internship, OPB's long-standing Jon R. Tuttle Journalism and Production Minority Internship. OPB placed one intern in this program this year.
- OPB offers the [Jon R. Tuttle Journalism and Production Minority Internship](#). This internship is intended to increase participation of racial and/or ethnic minorities, as defined by the U.S. Equal Employment Opportunity Commission (EEOC), who are traditionally underrepresented within public media. The Tuttle Internship is a paid summer internship in telecommunications and broadcast journalism that enables an outstanding college or university student to spend the summer studying the field full time in a hands-on environment. A number of OPB senior executives actively participate in the reviewing and selection of the Tuttle intern. OPB had one Tuttle intern last summer.
- 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 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, 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 23 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)

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

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

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

- Annually, OPB conducts an educational session for our board of directors regarding one or more facets of OPB's diversity considerations. This year we focused on OPB's active diversity, equity and inclusion efforts.
- Human Resources conducts in-depth conversations and educates search committee members prior to interviews regarding appropriate and equitable interviewing styles.
- Human Resources provides consultative support to all staff, including management, regarding diversity, equity, and inclusion, continuing our commitment to ensure equal employment opportunity and preventing discrimination.
- OPB staff completed Harassment Prevention Training required by CPB on September 21, 2018.