

KGW
EEO PUBLIC FILE REPORT
September 21, 2015 - September 20, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Automotive Sales Account Executive	2-5, 7, 10, 12-13, 15, 20, 24-25, 31, 34-36, 38-39, 43-46, 48	12
Digital Sales Specialist	2-5, 7, 10, 13, 15, 24-25, 31, 34-35, 38-39, 43-48	10
Digital Account Manager	2-5, 7, 10, 13, 15-16, 20, 24, 26, 31-32, 34-35, 38-39, 43-48	16
News Producer	1-5, 7, 10, 13, 15, 20, 24, 28, 30-32, 34-35, 38-40, 43-46, 48	10
Account Executive	2-5, 7, 10, 13, 15-16, 20, 24-25, 31, 34-35, 38-39, 41, 43-48	25
Executive Assistant	2-5, 7, 13, 15-16, 20, 24, 31, 34-35, 38-39, 43-48	16
News Producer	1-5, 7, 13, 15, 17, 19-20, 24, 28, 30-32, 34-35, 38-40, 43-46, 48	19
Meteorologist	2-7, 10, 13, 15, 20, 24, 28, 30-31, 33-35, 38-39, 43-48	43
Digital Sales Manager	2-5, 7, 10-11, 13, 15-17, 20, 24-26, 30-31, 34-35, 38-39, 42-48	47
Account Executive	2-5, 7, 10-11, 13, 15, 20, 24-25, 31, 34-35, 38-39, 41-46, 48	42
Multimedia Marketing Producer	2-5, 7, 10-17, 20, 23-24, 27, 31, 34-35, 38-39, 42-46, 48	16
National Sales Assistant	2-5, 7, 9, 11-13, 15-16, 20, 23-24, 31, 34-35, 38-39, 43-46, 48	16
Assistant News Director	2-5, 7, 10-13, 15-16, 20, 23-24, 28, 30-31, 33-35, 37-39, 42-46, 48	37
Executive News Producer	2-5, 7, 10-13, 15-16, 18, 20, 23-24, 28, 30-31, 33-35, 38-39, 42-46, 48	18
Newscast Director	1-5, 7-8, 11-13, 15-16, 20, 22-24, 28-35, 38-40, 42-46, 48	42
News Producer	2-5, 7, 11-13, 15-16, 20, 23-24, 28, 30-31, 33-35, 38-39, 42-48	24
Digital Producer	2-5, 7, 11-13, 15, 20, 23-24, 28, 30-31, 33-35, 38-39, 42-48	47
Senior Regional Accountant	2-5, 7-8, 11-13, 15-16, 20-21, 23-25, 31, 34-35, 38-39, 43-48	12
News Producer	2-5, 7, 10-13, 15, 18, 20, 23-24, 28, 30-31, 33-35, 38-39, 43-46, 48	18
Account Executive	2-5, 7, 11-15, 20, 23-24, 27, 31, 34-35, 38-39, 42-46, 48	42
Digital Acutomoritve Sales Account Executive	2-5, 7, 10-15, 20, 23-24, 27, 31, 34-35, 38-39, 42-46, 48	10

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Multi Media Journalist	2-5, 7, 10-15, 20, 23-24, 27-28, 30-31, 33-35, 38-39, 42-46, 48	10
News Producer	2-5, 7, 10-15, 20, 23-24, 27-28, 30-31, 33-35, 38-39, 41-46, 48	43
News Producer	2-5, 7, 10-15, 20, 23-24, 27-28, 30-31, 33-35, 38-39, 41-46, 48	24
News Producer	2-5, 7, 10-15, 20, 23-24, 27-28, 30-31, 33-35, 38-39, 41-46, 48	41
Weekend Sports Anchor / Reporter	2-5, 7, 10-13, 15, 20, 23-24, 28, 30-31, 33-35, 38-39, 42-46, 48	42

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	(AAJA) Asian American Journalist Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org/career-listings/ Kathy Chow Manual Posting	N	0
2	(WSAB) Washington State Association of Broadcasters 724 Columbia St NW Suite 310 Olympia, Washington 98501 Phone : 360-705-0774 Url : http://www.wsab.org/ Email : wsabjobbank@comcast.net Char Myers	N	0
3	(WSU) Washington State University Murrow School of Communications PO Box 642520 Seattle, Washington 99164 Phone : 509-335-3068 Url : http://communication.wsu.edu/ Email : mmarcelo@wsu.edu Glenn Johnson	N	0
4	African American Chamber of Commerce 4300 NE Fremont St Suite #220 Portland, Oregon 97213 Phone : 503-244-5794 Url : http://www.blackchamber.info/default.cfm Email : athomas@royjay.com Roy Jay	N	0
5	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	1
6	Collective Talent (Talent only) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Commission on Black Affairs 1819 SW 5th Ave Suite 313 Portland, Oregon 97201 Phone : 503-302-9725 Url : http://www.oregon.gov/ocba/pages/contact_us.aspx Email : oaco.mail@oregon.gov Lucy Baker	N	0
8	Craigslist.com PO Box 225159 San Francisco, California 94122 Phone : 415-566-9844 Url : http://portland.craigslist.org Craig Newmark Manual Posting	N	1
9	Current Employee	N	2
10	Employee Referral	N	20
11	Gannett.com 7950 Jones Branch Drive McLean, Virginia Url : www.gannett.com Human Resources Broadcast Manual Posting	N	0
12	Glassdoor.com unknown Sausalito , California Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	3
13	Goodwill Industries 1943 SE Sixth Ave Portland, Oregon 97124 Phone : 503-238-6109 Url : http://meetgoodwill.org/ Email : plangdon@gicw.org Paul Langdon	N	0
14	Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : http://602communications.com/meet-graeme-newell/ Graeme Newell Manual Posting	N	0

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15	Hispanic Metropolitan Chamber 333 SW 5th Ave Suite 100 Portland, Oregon 97207 Phone : 503-222-0280 Url : http://www.hmccoregon.com/ Email : mpotter@hmccoregon.com Mary Ann Potter	N	0
16	Indeed.com	N	19
17	Internal Candidate	N	3
18	Internal Hire	N	2
19	Internal Transfer/Promotion	N	1
20	ITT Technical Institute 9500 NE Cascades Parkway Portland, Oregon 97220 Phone : 503-255-6500 Url : http://www2.itt-tech.edu/ Email : cflores2@itt-tech.edu Ciran Flores	N	0
21	Job Fair	N	1
22	Journalismnext.com (News Only) P.O. Box 117 Windsor, California 95492 Phone : 703-629-0178 Url : http://www.journalismnext.com Eric Wee Manual Posting	N	0
23	Juju.com unknown New York , New York Url : http://www.juju.com/about/search engine Manual Posting	N	0
24	KGW 1501 SW Jefferson St Portland, Oregon 97201 Phone : 503-226-5000 Url : http://www.kgw.com/ Caryn Lilley Manual Posting	N	11
25	Linked In	N	12

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26	LinkedIn Corporation (Sales) 2029 Stierlin Court Mountain View, California 94043 Phone : 650-810-2897 Url : http://www.linkedin.com/ Jeff Weiner Manual Posting	N	0
27	Mac's List 620 SW Firth Avenue Suite 702 Portland, Oregon 97201 Phone : 503-477-8655 Url : https://www.macslist.org/macslist/ Ben Forstag Manual Posting	N	0
28	Media-match.com (News Only) 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com/usa/ Job Listings Manual Posting	N	0
29	Mediabistro (TVSpy.com) 475 Park Avenue South 4th Floor New York , New York 10016 Phone : 212-547-7893 Url : https://www.mediabistro.com/ Alexander Spignesi Manual Posting	N	0
30	Medialine.com (News Only) Box 51909 Pacific Grove, California 93950 Phone : 706-364-7564 Url : http://www.medialine.com/ Email : medialine@medialine.com Mark Shilstone	N	0
31	Mt. Hood Community College Career Planning & Counseling 26000 SE Stark St Gresham, Oregon 97030 Phone : 503-491-7432 Url : https://www.mhcc.edu/careercenter/ Email : mhccareer@mhcc.edu Bhaktirose Dawdy	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	National Association of Black Journalists (News Only) 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org/ Darryl Matthews Manual Posting	N	0
33	National Association of Hispanic Journalists (News Only) 1000 National Press Building 529 14th St NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahjcareercenter.com/ Kevin Olivas Manual Posting	N	0
34	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Phone : 503-443-2299 Url : http://www.theoab.org Email : theoab@theoab.org Bill Johnstone	N	0
35	Oregon Association of Minority Entrepreneurs 731 N Hayden Meadows Drive Portland, Oregon 97217 Phone : 503-249-7744 Url : http://oame.org/default.cfm Email : Jorge@oame.org Jorge Guerra	N	0
36	Oregon State University 8 Kerr Administration Bldg Corvallis, Oregon 97331 Phone : 541-737-4085 Url : http://oregonstate.edu/career/employers Email : rachel.finch@oregonstate.edu Rachel Finch	N	0
37	Other Source	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Portland Community College Student Employment Services SSB 104 PO Box 19000 Portland, Oregon 97280 Phone : 971-722-5600 Url : http://www.pcc.edu/resources/careers/resource-cent Email : stujobs@pcc.edu Deanne Hardy	N	0
39	Portland State University PO Box 751 Portland, Oregon 97207 Phone : 503-725-4614 Url : http://www.pdx.edu/careers/posting-jobs-internship Email : aidee@pdx.edu Aidee Casillas	N	0
40	Productionhub.com (News Only) 801 W Fairbanks Ave Winter Park, Florida 32789 Phone : 877-629-4122 Url : http://www.productionhub.com/jobs/prepost Job Listings Manual Posting	N	0
41	Recruiter	N	4
42	TEGNA.com 7950 Jones Branch Drive McClean , Virginia Human Resources Broadcast Manual Posting	N	22
43	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/ Email : markch@tvjobs.com Mark Halloway	N	6
44	University of Oregon School of Journalism 1200 University of Oregon Eugene, Oregon 97403-1200 Phone : 541-346-3804 Url : http://journalism.uoregon.edu/career-services/ Email : mirandaa@uoregon.edu Miranda Atkinson	N	0

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45	University of Portland 500 N Willamette Blvd Portland , Oregon 97203 Url : http://www.up.edu/ University of Portland Manual Posting	N	0
46	Urban League of Portland Employment Department 10 N Russell St Portland, Oregon 97227 Phone : 503-280-2600 Url : http://ulpdx.org/ Email : uljobs@ulpdx.org Susan Johnson	N	0
47	Word of Mouth Referral	N	15
48	YWCA Job Bank PO Box 16130 Portland, Oregon 97292 Phone : 503-294-7490 Url : https://ywcapdx.org/ Email : susans@ywcapdx.org Susan Stoltenberg	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			125

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/29/2015	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at Canby High School. The Regional Finance Director interviewed students and spoke with interested students about careers in broadcasting.	1	Regional Finance Director
2	11/5/2015	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at Barlow High School. The Regional Finance Director interviewed students and spoke with interested students about careers in broadcasting.	1	Regional Finance Director
3	1/7/2016	Participation in events or programs sponsored by educational institutions	The Regional Finance Director participated in Mock Interviews at David Douglas High School to assist students in career learning experiences.	1	Regional Finance Director
4	1/28/2016	Participation in events or programs sponsored by educational institutions	The Station hosted a student from Canby High School for a job shadow. The student was interested in Sports and learned about careers in broadcasting.	1	Sports Anchor
5	1/30/2016	Participation in other activities designed by the station employment unit	The Station hosted a student from Canby High School for a job shadow. The student was interested in meteorology and learned about careers in broadcasting.	1	Weather Anchor
6	2/4/2016	Participation in events or programs sponsored by educational institutions	The Regional Finance Director participated in Mock Interviews at Sunset High School to assist students in career learning experiences.	1	Regional Finance Director
7	2/17/2016	Participation in Job Fairs	The Regional Finance Director and Director of Digital Media participated in the Washington State University Vancouver Career & Internship Fair. They met with several students and talked about careers in broadcasting and answered any questions.	2	Regional Finance Director Director of Digital Media
8	2/24/2016	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at NW Youth Careers Expo. The Regional Finance Director interviewed students and spoke with interested students about careers in broadcasting.	1	Regional Finance Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	3/9/2016	Participation in other activities designed by the station employment unit	The Station hosted a student from Columbia River High School for a job shadow. The student learned about careers in broadcasting by observing members working in the News Department.	1	News Reporter
10	3/10/2016	Participation in other activities designed by the station employment unit	The Station hosted a group of students from New Avenues for Youth. Several employees held mock interviews with the students and spoke to them about careers in broadcasting. Additional participant without hiring authority: Craig Brown, Account Executive	5	Regional Finance Director Director of Technology News Director Asst. Marketing Manager
11	3/30/2016	Participation in events or programs sponsored by educational institutions	The President & General Manager participated in the Washington State University Edward R. Murrow College of Communication 2016 Symposium. She provided coaching to several students and spoke about careers in broadcasting.	1	President & General Manager
12	4/1/2016	Participation in Job Fairs	The Regional Finance Director and Executive Assistant participated in the First Avenue Career Expo at the University of Portland. She talked to students about careers in broadcasting and answered any questions.	2	Regional Finance Director Executive Assistant
13	4/7/2016	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at Sam Barlow High School. The Executive Assistant interviewed several students and spoke with interested students about careers in broadcasting.	1	Executive Assistant
14	4/26/2016	Participation in Job Fairs	The Regional Finance Director and Executive Assistant participated in the Portland Community College Job Fair. They talked to several students about careers in broadcasting and answered any questions.	2	Regional Finance Director Executive Assistant
15	5/2/2016	Participation in events or programs sponsored by educational institutions	Speaking to college, Pacific University journalism class about her job.	1	Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	5/8/2016	Establishment of a mentoring program	Mentoring Pacific U student at KGW	1	Reporter
17	5/10/2016	Participation in Job Fairs	Job Fair at Portland State Univ. Greg Retsinas, Matter Merritt and Clea Ranniger will be attending as well.	4	Reg. Finance Dir Dir of Digital Media Mktg Defelp Mgr Exec Admin Assist
18	5/12/2016	Participation in events or programs sponsored by educational institutions	Participating in Mock Interviews at Canby High School. Important career component in interviewing potential applicants and/or self.	1	Reg. Finance Dir