

KGW
EEO PUBLIC FILE REPORT
September 21, 2016 - September 20, 2017

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
Anchor	1-7, 10, 12, 14, 18, 21, 24-27, 29-34, 38-43	31
Account Manager	2-8, 11-15, 18-21, 23, 26, 29-30, 32-33, 36-43	37
Broadcast Maintenance, IT Support	2-5, 7, 11-12, 14-16, 18, 20-21, 26, 29-30, 32-33, 36, 38-43	15
National Sales Assistant	2-5, 7-8, 11-12, 15, 18, 20-21, 26, 29-33, 37-43	37
Account Executive	2-5, 7, 9, 11-13, 18, 20-21, 26, 29-30, 32-33, 38-43	21
Account Executive	2-5, 7, 9, 11-13, 18, 20-21, 26, 29-30, 32-33, 38-43	21
Sales Operations Manager	2-7, 9-12, 15, 18, 20-21, 25-26, 28-30, 32-33, 36-41, 43	37
Account Manager	2-5, 7, 10-12, 20-22, 26, 29-30, 32-33, 38-41, 43	10
Local Sales Manager	2-5, 7, 11-12, 15, 17-18, 20-21, 25-26, 29-30, 32-33, 35, 38-41, 43	38
Multi Media Journalist	2-7, 11-12, 18, 20-21, 25-26, 28-30, 32-33, 38-41, 43	38
Digital Account Executive	2-5, 7, 10-12, 18, 20-21, 25-26, 29-30, 32-33, 36, 38-41, 43	10
Major Accounts Rep	2-5, 7, 10-12, 18, 20-21, 25-26, 29-30, 32-33, 36, 38-41, 43	10
Producer	2-7, 10-12, 18, 20-21, 25-26, 28-30, 32-33, 36, 38-41, 43	10

KGW

EEO PUBLIC FILE REPORT

September 21, 2016 - September 20, 2017

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.aaaja.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	3
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

KGW

EEO PUBLIC FILE REPORT

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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	Current Employee	N	2
9	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : www.diversitysearch.com Email : sales@DiversitySearch.com Fax : (503) 221-7780 Director of Placement	N	0
10	Employee Referral	N	9
11	Glassdoor.com unknown Sausalito , California Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	4
12	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
13	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

KGW

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14	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
15	Indeed.com	N	9
16	Internal Candidate	N	1
17	Internet Ad	N	1
18	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
19	Job Board	N	1
20	Juju.com unknown New York , New York Url : http://www.juju.com/about/search engine Manual Posting	N	1
21	KGW 1501 SW Jefferson St Portland, Oregon 97201 Phone : 503-226-5000 Url : http://www.kgw.com/ Caryn Lilley Manual Posting	N	4
22	Linked In	N	1
23	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

KGW

EEO PUBLIC FILE REPORT

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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
25	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	2
26	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
27	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
28	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
29	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

KGW

EEO PUBLIC FILE REPORT

September 21, 2016 - September 20, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	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
31	Other Source	N	3
32	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
33	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
34	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
35	Recruiter	N	1
36	Society of Broadcast Engineers (ENG only) 7140 SW Macadam Ave Portland, Oregon 97219 Url : http://www.sbe.org/ K Jones Manual Posting	N	0
37	Station Website	N	4
38	TEGNA.com 7950 Jones Branch Drive McClean , Virginia Human Resources Broadcast Manual Posting	N	20

KGW

EEO PUBLIC FILE REPORT

September 21, 2016 - September 20, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/ Email : markch@tvjobs.com Mark Halloway	N	2
40	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
41	University of Portland 500 N Willamette Blvd Portland , Oregon 97203 Url : http://www.up.edu/ University of Portland Manual Posting	N	0
42	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
43	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:			68

KGW

EEO PUBLIC FILE REPORT

September 21, 2016 - September 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/4/2016	Participation in events sponsored by community groups	Volunteered as part of Sam Barlow High School's Mock Interview process. Answered questions regarding careers in the broadcast industry and provided feedback to the students on how they can market their skills best.	1	Reg. Finance Dir
2	11/15/2016	Provision of training to personnel of unaffiliated non-profit organizations	Spoke to a group of University of Portland journalism students regarding jobs as news reporter and offered tips for landing a career in journalism. Held individual meetings with two of the students to further mentorship.	1	Anchor/Reporter
3	1/6/2017	Participation in events or programs sponsored by educational institutions	The Director of Digital Media volunteered in conducting mock interviews with Grant High School students of Portland; furthering career education.	1	Director of Digital Media
4	2/14/2017	Participation in Job Fairs	2017 WSU Vancouver Career & Internship Fair . promoted careers in the broadcast field.	2	Director of Digital Media Regional Director of Finance
5	2/15/2017	Participation in Job Fairs	Participated in PSU All Majors career fair and talked with students about prospective jobs at KGW Media Group.	2	Regional Director of Finance HR Coordinator
6	2/21/2017	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 learned about careers in Broadcasting by observing members working in the News Department.	1	Reporter
7	3/14/2017	Participation in events sponsored by community groups	Volunteered as part of mock interview process at the 2017 NW Youth Career Expo for Portland metro and Oregon high school students; furthering career education.	3	Regional Finance Director Senior Regional Accountant Director of Digital Media
8	3/16/2017	Participation in events sponsored by community groups	Volunteered as part of Mock Interview process for SEMI HTU high school students; furthering students' career education	2	Sr. Regional Accountant HR Coordinator

KGW

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9	3/20/2017	Provision of training to management	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	15	Regional Technology Director News Director Eng Mgr
10	3/23/2017	Provision of training to management	VP Labor Relations conducted 2 hour training session on Discipline and performance improvement plans. Prevention and action steps for all managers	15	Director of Sales
11	3/30/2017	Participation in other activities designed by the station employment unit	The station hosted a student from Clackamas Community College for a job shadow. The student learned about careers in Broadcasting by observing members working in the News Department.	1	Journalist
12	4/7/2017	Participation in other activities designed by the station employment unit	The station hosted a student from Clackamas Community College for a job shadow. The student learned about careers in Broadcasting by observing Editing members of the News Department.	1	Sr. Editor
13	4/7/2017	Participation in events or programs sponsored by educational institutions	Finance staff participated in mock interviews for high school students from Sam Barlow's High School College & Career Center. Students were informed of careers in Broadcasting.	2	Regional Finance Director Sr. Regional Accountant
14	4/25/2017	Participation in Job Fairs	Participated in a job fair hosted by PCC. Answered questions about careers and opportunities within KGW / TEGNA.	2	Regional Finance Director HR Coordinator
15	4/27/2017	Participation in other activities designed by the station employment unit	The station hosted 20 college students from Portland State University to meet with various Department heads and answered career-oriented questions specifically related to Broadcasting, Media and Journalism.	4	President & General Manager News Director Sales Director Media Director

KGW

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16	4/28/2017	Establishment of training programs for station personnel	Training program offered by the Kiplinger Fellowship program designed to enable students aspiring to be journalists acquire skills in digital tools and tactics.	1	Sr. Investigative Reporter
17	5/6/2017	Provision of training to personnel of unaffiliated non-profit organizations	Serves as board member for the Society of Professional Journalists, led the annual regional conference for the Western Region. The conference was attended by 200 attendees in Portland and the purpose was around careers in Journalism.	4	Anchor/Reporter Director Digital Strategy Reporter Executive Producer
18	5/17/2017	Participation in events or programs sponsored by educational institutions	Participated in mock interviews held at Southridge High School (Beaverton, Oregon) to share information with students regarding careers in Broadcasting and to help them better prepare for career opportunities by providing constructive feedback.	1	Regional Finance Director
19	5/17/2017	Participation in events sponsored by community groups	KGW's President & GM participated in an event sponsored by the Washington State University Foundation and Murrow College of Communication. Served as a panelist representing Media's perspective on building growth career opportunities. Answered follow-up questions regarding careers in journalism during the audience Q&A session.	1	President & GM
20	5/18/2017	Participation in events or programs sponsored by educational institutions	Participated in mock interviews at David Douglas High School and answered questions regarding broadcast career opportunities in order to better prepare interested students for any job opportunities in Media / Broadcasting /Journalism.	1	Regional Finance Director
21	5/24/2017	Participation in events or programs sponsored by educational institutions	Spoke at Clark Community College to a class of media students. Explained the various roles in the news business.	2	Photojournalist Reporter
22	6/2/2017	Participation in events or programs sponsored by educational institutions	KGW staff participated in mock interviews at Canby High School in order to further their school to career programs initiative by helping students prepare for careers in Broadcasting.	2	Regional Finance Director Regional Accountant

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23	6/22/2017	Participation in events or programs sponsored by educational institutions	Director of Finance, participated in ISB High School's mock interviews to better prepare students for career opportunities in Media, Journalism and Broadcasting. The initiative is run through Hillsboro Chamber's School to Career program.	1	Regional Finance Director
24	6/28/2017	Participation in events or programs sponsored by educational institutions	Regional Director of Finance, participated in mock interviews at the Miller Education Center to provide learning experience to high school students regarding potential career interests in Media, Journalism and Broadcasting. The initiative is organized by Hillsboro Chamber's School to Career program.	1	Regional Finance Director
25	7/16/2017	Participation in events or programs sponsored by educational institutions	Job Shadow of journalism student Sam Barnhart. answered questions about the various job opportunities in the media business.	1	Reporter

KGW

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26	9/18/2017	Provision of training to management	<p>, Labor Relations is undertaking a companywide harassment training initiative. This initiative has two major components: an online video-based training course that will be mandatory for all non-manager/supervisor employees and face-to-face training conducted by Labor Relations that will be mandatory for all supervisors/managers/executives. Many of you are aware of this training as Carrie, Tim and/or Bill already have visited your market to conduct harassment prevention training for your leadership teams. If your station has not been visited, the plan is to complete all training for supervisors/manager/executives in person by Q1 or Q2 2017.</p> <p>All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment, and this training is intended to provide our employees with the necessary tools and information to maintain a harassment free workplace. We worked with SAI Global to create the online course for the non-manager/supervisor population. Labor Relations launched the mandatory course yesterday, a copy of the note that was sent to employees is below. Employees have 60 days to complete the course. We will be tracking participation.</p>	15	News Director Operators Mgr