KTV7_TV A KEXOLI DIR

14			See Attached		
Referred person hired?	ር ድ	Tel#	Address	Contact Person	Source
			or Vacancies	ed to Seek Candidates f	B Recruitment/Referral/Sources/Used to Seek/Candidates for Vacancies
9/24/2018	Date Filled:	끅		14	Job Title: MMJ
9/5/2018	Date Filled:	7		13	Job Title: Producer
7/30/2018	Date Filled:	4		12	Job Title: Account Manager
7/30/2018	Date Filled:	7		11	Job Title: Morning Producer
6/25/2018	Date Filled:	7		10	Job Title: Sales Intern
6/25/2018	Date Filled:	긔		9	Job Title: News Intern
6/18/2018	Date Filled:	1		8	Job Title: Account Manager
6/18/2018	Date Filled:	긔		7	Job Title: Account Manager
5/29/2018	Date Filled:	7		o	Job Title: IT Engineer
1/22/2018	Date Filled:	7		_{(J1}	Job Title: Account Manager
11/6/2017	Date Filled:	퓌		4	Job Title: Account Manager
11/28/2017	Date Filled:	멀		ω	Job Title: On-Air Technician
10/9/2017	Date Filled:	Ħ		N	Job Title: Local Sales Manager
10/2/2017	Date Filled:	퓌			Job Title: News Producer / Reporter
		Cregon	ugh 9/30/18)	g Past Year (10/1/1/1/thro	A Full-Time Vacancies Eilled During Pastivear (10/1/17 through 9/30/18)
		ンプロススス	KTVZ-TV and KEXOLI D Rend Oregon	KTVZ_TV and I	

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled during the Past Year (this will be a raw number):

		See Attached		E Outreach Activities
40				Total
				LinkedIn
4				In House
œ				Referral
				Unknown
_				Twitter
				Word of Mouth
				TV News Check
				Spots & Dots
_				Facebook
12				Indeed.com
				Craigslist.com
				Oregon Association of Broadcasters
_				Magid Media
				Arizona State University
				Washington State University
				OSU Cascades
				Oregon State University
				University of Oregon
				National Association of Broadcasters
				Central Oregon Community College
				WorkSource - Oregon Employment Office
				Medialine
				TV Jobs.com
03				KTVZ.com
_				On Air Commercial
သ				Corporate website
Referred	Tel#	Address	Contact Person	Referral Source
Interviewees				
Number of				
ment/Referral/Sources.	Past Year per Recruit	es Filled during the	Full≑Time Vacanci	D. Total Number of Interviewees for All Full-Time Vacancies Filled during the Past Year per Recruitment/Referral/Sources

Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

	KTVZ-TV Bend, Oregon								
A. Full-Time Vacan	cy Filled		40.0						
Job Title:	MMJ				Date Filled:	9/24/2018			
B. Recruitment/Ref		Mark Statistics (1977)							
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired			
Corporate Website			_						
KTVZ.com				2					
TVJobs.com									
Intern program				2					
Facebook				1					
Monster.com									
Medialine				1					
Indeed.com				2	1	•			
Internal				1					
Word of Mouth									
Unknown				2					
Referral				1	1	1			
In House									
TOTAL				12	2	1			
			531 (A. 1944)						
C. Attachments									
	that iob vacancy in	formation was widely	/ dissem	inated (dates	of on-air				
announcements	s. dated copies of a	ıll advertisements, c	ommunit	v and internet	postings, etc.)				
* Documentation	that iob vacancy in	formation was provide	ded to re	auestina oraa	nizations				
	mails, faxes etc.)			<u> </u>					
	, , , , , , , , , , , , , , , , , , , ,								
	1								
· · · · · · · · · · · · · · · · · · ·									
			-						
E. Outreach Activit	ies								
		See Attached		-					
				-	1				
***		1							
L	1	1	l	<u> </u>	l .				

:

3777300 C 37700 3972 (Theory Ord 127) 507736 (12700 1 1488) (12700 1 1488) (12700 1 1488) (12700 1 1488)		KTVZ-TV Bend	d, Oreg	on		
A. Full-Time Vacan						
Job Title:	Producer				Date Filled:	9/5/2018
					A	
B. Recruitment/Re						
Source	Gontact	Address	Tel#	Referred	Interviewed	Referral Hired
Cornorato Malacita				4		
Corporate Website KTVZ.com				8	2	
TVJobs.com			· ·	5		
Facebook				3		
Monster.com				1		
Medialine				1		
University of Oregon						
Oregon State Univer						
Washington State U	niversity					
TV Commercial	involuty			1		
Arizona State Univer	sity / Cronkite			1		
KOIN TV	Oity / Oronicito			2		
Indeed.com				19	2	
Twitter				1	1	
LinkedIn				1		
Internal				2		
Word of Mouth				1		ak = v* unknesse
Unknown				9		
Referral				5	1	1
In House					<u> </u>	ı
TOTAL				60	7	1
				- 00		To a series and the series are the series and the series and the series and the series are the series and the series are the series and the series and the series are the series are the s
A MILLS OF THE STATE OF THE STA		gest and the second	a salah sa	a Seat Carrie		r Pipa di Pandana a jama
C. Attachments		f	in the state		Breit Berlitch S. H.	grad esser jaardolesest
Documentation	tnat job vacancy in	formation was widely	y aissem	inated (dates	or on-air	
		all advertisements, c				
		formation was provide	aed to re	questing orga	inizations	
(dated letters, e-	-mails, faxes etc.)	1				
77						
E. Outreach Activi	1 22					Cont. 1 12 No. 1 12 12 12 12 12 12 12 12 12 12 12 12 1
E. Outreach Activi	ties					
		See Attached		_		
		OGG ALIGUIIGU		_		
		<u> </u>				
	+			 -		
L		<u> </u>		<u> </u>		

· 		KTVZ-TV Ben	d, Oreg	on		
A. Füll-Time Vacaı						
Job Title:	Morning Producer	-			Date Filled:	7/30/2018
			****************	NO CONTROL SECTION OF THE SECTION OF	No. 2010 De Million St. A. 1870 - In Specific the Assessment Commence	
B. Recruitment/Re	The second of th		21.20			
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate Website			<u> </u>			
KTVZ.com				1	4	
TVJobs.com				0	4	
ABC17News	-			1		
Medialine						
University of Oregor	1		-			
Oregon State Unive						
Washington State U						,
Facebook						
Magid Media				1	1	
Word of Mouth						
Unknown				2		
Referral				1		
In House						
TOTAL C. Attachments				12	6	1
* Documentation	that job vacancy in	formation was widel	y dissem	inated (dates	of on-air	
		ll advertisements, c				
		formation was provi	ded to red	questing orga	nizations	<u>.</u>
<u>(dated letters, e</u>	-mails, faxes etc.)		· · · ·	,		
_						
					75.	
		<u> </u>				**
-						
_			<u> </u>			
E. Outreach Activi	ities					
L. Outreach Activ	11103					
		See Attached		<u>-</u> .		
		OCE ALIACHEU				
						
		<u> </u>		n	<u> </u>	·
			 		~	
-, -						
		<u> </u>	<u> </u>			

		KTVZ-TV Ben	d, Oreg	on		
A. Full-Time Vacan						
Job Title:	Account Manager	en e	**************************************	, populari, miliji kungagiya, yang yang kanan samar Perlah, ramuni an Penus Malali Band	Date Filled:	7/30/2018
B: Recruitment/Re						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate Website	<u> </u>					
KTVZ.com				1		
TVJobs.com						
Facebook						
TV Commercial				3	1	
Indeed.com				9	2	1
Word of Mouth						
Unknown						
Referral				1		
In House				1		
TOTAL				15	3	1
			0.010			
C. Attachments		600 de la casa de la composition de la La composition de la				
		formation was widel				
		II advertisements, c				
		formation was provi	ded to re	questing orga	nizations	
(dated letters, e-	-mails, faxes etc.)					
E. Outreach Activi	lies					
		See Attached			1	
· · · · · · · · · · · · · · · · · · ·		OGO / ILLAGINGA				
					<u> </u>	
w.:					1	<u> </u>
			1		<u> </u>	<u> </u>
	<u> </u>	<u> </u>			<u> </u>	1

	KTVZ-TV Bend, Oregon								
A. Full-Time Vacan									
Job Title:	Sales Intern				Date Filled:	6/25/2018			
			/ Sector 1 110 (100 (100 (100 (100 (100 (100 (1			22.7.00(1) 2.042.00(1) 7.00(1)			
B. Recruitment/Ref	The state of the contract of t								
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired			
Corporate Website									
KTVZ.com				4	1	1			
TVJobs.com									
Medialine									
University of Oregon	-:								
Oregon State Univers	Sity								
Washington State Ur Word of Mouth	iversity								
Unknown				4					
Referral In House				1					
TOTAL					1	4			
IOIAL			3220232	5	1	I			
			24.						
C. Attachments	3 (B 5 (B			54.00					
		formation was widel							
announcements, dated copies of all advertisements, community and internet postings, etc.) * Documentation that job vacancy information was provided to requesting organizations									
		formation was provid	ded to re	questing orga	nizations				
(dated letters, e-	mails, faxes etc.)		1		I	T			
	-								
E. Outreach Activit	iaa								
TEL OUTPACTI ACTIVIT	169	,							
	•	See Attached			-	,			
		See Attacheu							
-									
-									
		<u> </u>		<u></u>	<u> </u>				
			•						

A. Full-Time Va	cancy/Filled	KTVZ-TV Be	iiu, Oreg	J OII		
Job Title:	News Intern				Date Filled:	6/2
DOD TIEG.	TTOWO INCOM				Date Filled.	ψ, <u>2</u>
B. Recruitment	/Referral Sources					
Source		Address	Tel#	Referred	Interviewed	Referral
						Colored San St. St. St. San St.
Corporate Websi	te					
KTVZ.com						
TVJobs.com						
Medialine						
University of Ore				1	1	
Oregon State Un						
Washington State	e University					
University of Miss	souri			1		
Word of Mouth						
Unknown						
Referral				2	2	
In House						
TOTAL				4	3	
C. Attachments		page 12 of the Salar Service			Alle Marie Di di	
Country to North Spring Control of the Control of t	ion that job vacancy i	nformation was wid	elv dissem	ninated (dates	of on-air	Maria Contraction (Contraction)
	ents, dated copies of					
	tion that job vacancy i					
	s, e-mails, faxes etc.)		*1000 10 10	rquoding dige		
(dates is to	, - 1114110, 147100 0107)					
•			-			
E. Outreach Ac	tivities					
			Strage of the South			
		1		 	-	
		See Attached				
		See Attached				
		See Attached				
andres (1921 - 1921 - 1921) a Marijina (1921 -		See Attached				
		See Attached				

:

		KTVZ-TV Ben	d, Oreg	on		
A. Full-Time Vacan	cy Filled	77 g		MAG SULE		
Job Title:	Account Manager	(2 positions)	Action Advisor (company)	of the control of the	Date Filled:	6/18/2018
B. Recruitment/Ref	erral Sources					
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate Website						
KTVZ.com				3		
TVJobs.com						
Facebook					-	
TV Commercial						
Indeed.com				26	4	2
Word of Mouth						
Unknown						
Referral						
In House				1	1	
TOTAL				30	5	2
Constitution of the	Coles design		(a) (b) (a) (b)	et son en en en en		
C. Attachments					en e	
* Documentation t	that job vacancy in	formation was widel	y dissem	inated (dates	of on-air	
announcements	s, dated copies of a	all advertisements, c	ommunit	y and internet	postings, etc.)	-117
		formation was provide	ded to re-	questing orga	nizations	*****
(dated letters, e-	mails, faxes etc.)				. ''-	
				7230		71.00
E. Outreach Activit	ies			A. B. 100 50 50		
		See Attached				
		Occ Attached	_			
	<u> </u>	I .	<u> </u>			

KTVZ-TV Bend, Oregon								
A. Full-Time Vacan	cy:Filled		4.5					
	IT Engineer	and the second section of the second section s	aginal abbase na maratiki mbase lah	Paulitinos titricinas (International de proprieta proprieta produce proprieta propriet	Date Filled:	5/29/2018		
					,,			
B. Recruitment/Ref	erral Sources							
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired		
Corporate Website				_				
KTVZ.com				2	1			
TVJobs.com						-		
Oregon Employment	Office							
Facebook				1				
Monster.com				1				
TV Commercial		VIDEO COMPANY AND		2		1		
Indeed.com				21	2			
Craigslist								
Society of Broadcast	Engineers					111		
Word of Mouth								
Unknown								
Referral				1	1	1		
In House						, -		
TOTAL				28	4	1		
C. Attachments * Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)								
		formation was provi	ded to re	questing orga	inizations			
(dated letters, e-	mails, faxes etc.)		1			<u>.</u>		
	1							
					<u> </u>			
]		<u> </u>			
	<u> </u>							
E. Outreach Activit	ine:							
E Gulleach Achvil	169 							
<u> </u>		See Attached						
		Jee Allacileu	-					
	-					<u>-</u>		
								
	<u> </u>		<u> </u>	<u> </u>				

i

,

KTVZ-TV Bend, Oregon								
A. Full-Time Vacan	cy Filled							
Job Title:	Account Manager			of the Charles of the State of Charles and State of Charles and Ch	Date Filled:	1/22/2018		
B. Recruitment/Ref	Section of the sectio	South St. 19 St. 19 St. 19						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired		
Corporate Website		_						
KTVZ.com						- <u>-</u>		
Facebook								
TV Commercial						- 		
Indeed.com	,							
Word of Mouth								
Unknown						,		
Referral		<u> </u>		1	1	1		
In House		<u> </u>	<u> </u>					
TOTAL				1	1	1		
	AND THE PARTY OF THE			5. H. S. S. S. S. S.				
C. Attachments								
* Documentation t	hat job vacancy in	formation was widel	y dissem	inated (dates	of on-air	2 mm - 1 mm - 2		
announcements	, dated copies of a	Il advertisements, c	ommunit	y and internet	postings, etc.)	· · ·		
* Documentation t	hat job vacancy in	formation was provi	ded to re	questing orga	nizations	,,		
(dated letters, e-	mails, faxes etc.)				<u></u>	<u>.</u>		
			<u>"</u>	30.00				
						-		
					,			
Minter and the second s					-			
E. Outreach Activiti	ies		25 g. M. JA40 n. 6		ALCHER GREEKS			
				The state of the Control of the state of the	A A CONTENT OF THE CO	Art Alleman Brook Brook (Carlot Balance Carlot Carl		
		See Attached		,		_		
				_				
				-				
		·						

		KTVZ-TV Ben	d, Oreg	on		
A. Full-Time Vacan	cy Filled					
Job Title:	Account Manager	(Charles & Marier 19 14 Art 19	de de la companya de		Date Filled:	11/6/2017
B. Recruitment/Ref						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate Website						
KTVZ.com				1		
TVJobs.com						
Facebook				2		
TV Commercial				1		
Bates College						
Indeed.com			-	11		
Word of Mouth						
Unknown						
Referral				1	1	1
In House				2	2	
TOTAL				18	3	1
		basan kalenda ya Maraka ka kata wa 1997 a 1997 Maraka ka				Tall March Control
C. Attachments			3 9 3 15			
	that ich vacancy in	formation was widel	v dissem	inated (dates	of on-air	
announcements	dated conies of a	Ill advertisements, c	ommunit	v and internet	nostings etc.)	
* Documentation	that ich vacancy int	formation was provide	ded to rea	questina oraș	nizations	
	mails, faxes etc.)	omidaon was provi	ica to re-	questing orga	inzadons	
(dated letters, c	mailo, taxos oto.j					
					<u> </u>	
		<u> </u>				1 to -11 to -12
E. Outreach Activit						
E. Outreach Activit	ues 					
		See Attached				
		See Attacheu				
					1	
<u> </u>						

		KTVZ-TV Ber	ıd, Oreg	jon		<u> </u>
A. Full-Time Vacan						
Job Title:	Part time On-Air	Tech			Date Filled:	11/28/2017
B. Recruitment/Ret	A-val Carriage		45-64-2500-6-8-1549			
Source		Address	+ 14			
Jource	Contact	Augress	Tel#	Referred	s interviewed	Referral Hired
Corporate Website			-			
KTVZ.com				2	1	
TVJobs.com						
Oregon Employment	Office					
Indeed.com			1	20		
Craigslist		-	-			
Facebook		~	-	1	1	1
Word of Mouth						
Unknown				1		
Referral				1	1	
In House	<u> </u>		-			
TOTAL				25	3	1
C: Attachments						
oppoursements	nat job vacancy in	formation was wide	iy dissem	inated (dates	of on-air	·
* Documentation 1	bot ich vocanev in	all advertisements, o	communit	y and internet	postings, etc.)	
/dated letters o	mails, faxes etc.)	formation was prov	aea to red	questing orga	nizations	
(dated letters, e-	Inans, raxes etc.)		_			
-			<u> </u>			
<u> </u>						
		-				
E. Outreach Activit	ac.					
		See Attached				
		See Attacheu				
·			<u> </u>	-		
			1	_	- +	·
				_		
<u> </u>						
	L	<u> </u>				

	KT	VZ-TV Bend, O	regon		
A. Full-Time Vaca	ncy Filled		. ogon	12 2 CV	
Job Title:	Local Sales Manager			Date Filled:	10/9/2017
B. Recruitment/R	eferral Sources				
Source	Contact	Address Te	l# Referred	Interviewed	Referral Hired
Corporate Website					
KTVZ.com			_		
Indeed.com			10		
Word of Mouth		-			
Unknown	- -			_	
Referral					
In House		-			
TOTAL		_	10	1	
				[]	ı
C. Attachments	eranden artikarian e	POSAN MARCHESTA	of suggestations of	a granden da state g	
	that job vacancy informat	ion was widoly disc	ominated (data-		
announcemen	ts, dated copies of all adve	erticements, commi	enimated (dates	or on-air	<u> </u>
* Documentation	that job vacancy informat	ion was provided to	unity and internet	postings, etc.)	
(dated letters e	e-mails, faxes etc.)	ion was provided to	requesting orga	nizations	
	indus, laxes etc.)				
18					
70.86			- <u> </u>		
					
E. Outreach Activ	ties				
and a survey of the state of the survey of t					. 2008 - 2005 - 200 <u>0</u>
	See A	ttached			·i
	Jee A	Ittaciieu			1,,
		· · · · · · · · · · · · · · · · · · ·			
					
			-		
			-		
		1	1	1	

		KTVZ-TV Ben	d, Oreg	jon	·	
A. Full-Time Vacan						
Job Title:	News Producer /	Reporter			Date Filled:	10/2/2017
899 / XX (CTX T) 10 TT T T T T T T T T T T T T T T T T T	27					,
B. Recruitment/Ret						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
				<u> </u>		
Corporate Website				6		
KTVZ.com						
TVJobs.com						
Medialine						
Word of Mouth	-	,				
Unknown	75					144
Reference						
In House				1	1	1
TOTAL			KATUKATAN MEMBANAN	7	1	1
	n sign same graphs and					
C. Attachments	and the measure of the state of		SHIP N			tera e care de la esta
* Documentation	that job vacancy in	formation was widel	y dissem	inated (dates	of on-air	And the second s
announcements	s, dated copies of a	II advertisements, c	ommunit	y and internet	t postings, etc.)	
* Documentation	that job vacancy in	formation was provi	ded to re	questing orga	nizations	
(dated letters, e-	mails, faxes etc.)		,,=			
7511		1.	,			
						_
						-
E. Outreach Activit	ies	Algeria (Sept. 1984) (Sept. 1984)	5 DAY 5	ajorijani Albira		
		See Attached				
		7-1	,			
				_		
						<u>-</u>
						-
		_	-			-

Recruiting posting tracking list

POSITION:

Job Opening	Date	Posted to:	
Corporate		jennifew@npgco.com	
Corporate web site		careers.stjoelive.com	
KTVZ		ktvz.com	
tvjobs.com		Post on-line at www.tvjobs.com	
Oregon Employment Office		Shannon L. Houston@oregon.gov	
COCC		www.coccstudentjobs.com.	
Oregon Media Central		oregonmediacentral.com	
Medialine		Post on-line at www.medialine.com	
Washington State University		communication@wsu.edu	
University of Oregon		https://career.uoregon.edu/employers	
Oregon State University		oregonstate.edu/careers/	
Oregon Association of Broadcasters		theoab@theoab.org	
Oregon Film Office		fax to 503-229-6869	
Bates College		bcdc@bates.edu	
Ad Fed		director@adfedco.org or wendy@smartz.com	
Other (specify)			
Craigslist		www.craigslist.com	
Facebook		https://www.facebook.com/KTVZ21/	
Society of Broadcast Engineers Magazine		SBE JobsObline System	
Broadcast Engineering Magazine		susan.schaefer@penton.com	
TV Technology Magazine		cfreeland@imapub.com	
The Bulletin		classified3@bendbulletin.com	
LinkedIn.com		LinkedIn.com	
Job Thread		Lostremote.com	

EEO REPORT NPG OF OREGON

October 1, 2017 – September 30, 2018 Outreach Initiatives

Career Fairs and Community Group Activities (#4)

October 5, 2017 – Career Fair at Oregon Youth Challenge Program
October 16 & 17, 2017 – Bob Shaw taught weather at Oregon Youth Program; 2-hour classes
November 30, 2017 – Bob Shaw speaker: Oregon Youth Challenge Program Send Off
February 16, 2018 – Bob Shaw guest speaker: Rotary dinner
April 5, 2018 - Career Fair: Oregon Youth Challenge Program
September 24-25, 2018 – Bob Shaw taught weather class The Oregon National Guard Youth
Challenge Program

Educational Institution Activities (#10)

October 11, 2017 – Station tour: Bridge Charter Academy October 13, 2017 – Station tour: Bridge Charter Academy October 26, 2017 – Station tour: Central Christian Academy

November 10, 2017 – Station tour: Girl Scouts

November 14, 2017 – Station tour: 7-Peaks Kindergarten

November 17, 2017 – Station tour: Rosalind Elementary 3rd grade

December 6, 2017 – Station tours (2): Ponderosa Elementary

December 7, 2017 - Weather presentation: 7 Peaks Elem 3rd grade

December 11, 2017 – Station tour: Sisters Christian Academy

December 13, 2017 – Station tours (2): Ponderosa Elem 2nd grade

March 2, 2018 - Read Across America; Vern Patrick Elem

March 6, 2018 - Station tour: 3 Rivers School

March 22, 2018 - Station tour: Morning Star Christian School

April 5, 2018 - Weather presentation: Pacific Crest Mid School

April 11, 2018 - Station tour: Aspen Ridge

April 25, 2018 – Station tour: St Thomas Academy; K-garten

May 9, 2018 – Station tour: La Pine HS Careers class

June 1, 2018 – Station tour: Pilot Butte MS journalism class

Internship (#5)

The station hosted two interns during this year – one in news and one in sales. Students had an opportunity to learn hands-on about broadcast careers. The interns were students from University of Oregon.