KTVZ-TV and KFXO-CD Bend, Oregon

A. Full-Time Vacancies Filled During Past Year (10/1/19 through 9/30/20)								
1 Job Title:	News Producer	FT	Date Opened:	8/30/2019 Date Filled:	10/2/2019			
2 Job Title:	General Manager	FT	Date Opened:	12/18/2019 Date Filled:	3/2/2020			
3 Job Title:	TD On Air Tech AM	FT	Date Opened:	3/3/2020 Date Filled:	3/30/2020			
4 Job Title:	Wknd Weather Reporter	FT	Date Opened:	11/7/2019 Date Filled:	4/1/2020			
5 Job Title:	News Producer	FT	Date Opened:	3/5/2020 Date Filled:	4/13/2020			
6 Job Title:	News Producer	FT	Date Opened:	3/5/2020 Date Filled:	4/15/2020			
7 Job Title:	TD On Air Tech AM	FT	Date Opened:	3/25/2020 Date Filled:	5/4/2020			
8 Job Title:	TD On Air Tech PM	FT	Date Opened:	3/3/2020 Date Filled:	3/16/2020			
9 Job Title:	On Air Tech Audio Graphics	FT	Date Opened:	4/7/2020 Date Filled:	5/20/2020			
10 Job Title:	Operations Mgr	FT	Date Opened:	6/8/2020 Date Filled:	6/22/2020			
11 Job Title:	MMJ	FT	Date Opened:	4/3/2020 Date Filled:	7/13/2020			
12 Job Title:	MMJ	FT	Date Opened:	4/3/2020 Date Filled:	7/13/2020			
13 Job Title:	MMJ	FT	Date Opened:	4/3/2020 Date Filled:	7/14/2020			
14 Job Title:	Graphics	FT	Date Opened:	7/1/2020 Date Filled:	8/7/2020			
15 Job Title:	On Air Tech AM	FT	Date Opened:	7/29/2020 Date Filled:	8/24/2020			

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D	Recruitment/Referral	Couroca Hace	1 40 5001 (Candidatas t	for Vacanaias
D -	Recomment/Referrat	20011 CE2 U2E0	I IO SEEK L	anoidales	ioi vacancies

Source Contact Person .ddress Tel # Referred person hired?

Attached 15

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled during the Past

Year (this will be a raw number):

33

D. Total Number of Interviewees for All Full-Time Vacancies Filled during the Past Year per Recruitment/Referal Sources:

	Add		Number of Interviewees
Referral Source Contact Person	ress	Tel#	Referred
NPGCO.com			5
KTVZ.com			6
TVJobs.com			1
Medialine			
Oregon Employment Office			
Indeed.com			9
Facebook			
LinkedIn.com			
Central Oregon Community College			
University of Oregon			
Washington State University			
Oregon State University			
Arizona State University			
Mizzou University			
Handshake			
Past employee			_
In-house			5
SalesJobs.com			•
Spots & Dots			2
Referrals			2
Oregon Association of Braodcasters			
TV ads aired on KTVZ			4
TV News Check			1
TV Technology Magazine JournalismJobs.com			1
Journalish Jobs.com			1
Total			33
E. Outreach Activities			

	KTVZ-TV Bend, Oregon					
A. Full-Time Vacancy Filled		, c.egen				
Job Title:					Date Filled:	
B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred		Referral Hired
Corporate web site	Jenniferw@npgco.com					
KTVZ.com	KTVZ.com					
TVJobs.com	TVJobs.com					
MediaLine	Medialine.com					
Worksource - OR Employment Office	Employment.Oregon.gov					
Magid Media		_				
Indeed.com	Indeed.com					
Craigslist.com	Craigslist.com					
Facebook	https://www.facebook.com/KTVZ21/					
LinkedIn.com	LinkedIn.com					
SalesJobs.com	SalesJobs.com					
Central Oregon Community College	coccstudentjobs.com					
Oregon State University	oregonstate.edu/careers/					
University of Oregon	career.uoregon.edu/employers					
Washington State University	communication@wsu.edu					
Arizona State University	Corporate recruiting trip					
ABC 17 News	abc17news.com					
Oregon Association of Broadcasters	theoab.org/careers/post-job/					
Referrals	Word of mouth					
TV News Check	paul@newscheckmedia.com					
TV Technology Magazine	www.tvtechnology.com					
JournalismJobs.com	JournalismJobs.com					
TV Commercial on our station	On air commercial					
Spots & Dots	ads@spotsndots.com					
Handshake	handshake@notifications.joinhandsha					
	ke.com					
C. Attachments						
	nformation was widely disseminated (da	tes of on-air				
200411011tation that job vacalley i	monnation was masty alsocimilated (da	.co or orr all	L	L		

announcements, dated copies of	all advertisements, community and inte	rnet postings,	etc.)		
	nformation was provided to requesting of		,		
(dated letters, e-mails, faxes etc.)	1 1				
E. Outreach Activities					
No notification of job vacancies were re	equested by any of the above recruiting	sources durir	ng this time pe	eriod	
-					

EEO Outrea	ch Activities 2019 2020	
Date	EEO Outreach Category	Description
10/10/2019	Community Group Activities	Oregon National Guard Youth Challenge Program Career
		Fair: Bob Shaw attended a career fair and discussed
		careers in broadcasting with attendees
10/17/2019	Educational Institution	Madras High School: Bob Shaw taught a weather class
	Activities	and spoke to the class about careers in television
		broadcast.
11/20/2019	Educational Institution	Bridges Charter Academy tour of the station: 30 students
	Activities	and 10 adults were given a tour of the station by Bob
		Shaw. Station operations and roles in television
		broadcasting were discussed.
1/24/2020	Educational Institution	Trinity Lutheran School tour of the station: A second
	Activities	grade class were given a tour of the station by Bob Shaw.
		Station operations and roles in television broadcasting
		were discussed.
2/10/2020	Educational Institution	Ponderosa Elementary School tour of the station: Second
	Activities	grade classes were given a tour of the station by Bob
		Shaw. Station operations and roles in television
		broadcasting were discussed.
2/11/2020	Educational Institution	Ponderosa Elementary School tour of the station: Second
	Activities	grade classes were given a tour of the station by Bob
		Shaw. Station operations and roles in television
		broadcasting were discussed.
2/13/2020	Educational Institution	Ponderosa Elementary School tour of the station: Second
	Activities	grade classes were given a tour of the station by Bob
		Shaw. Station operations and roles in television
0/04/0000		broadcasting were discussed.
2/24/2020	Educational Institution	Ponderosa Elementary School tour of the station: Second
	Activities	grade classes were given a tour of the station by Bob
		Shaw. Station operations and roles in television
0/40/0000	0	broadcasting were discussed.
2/12/2020	Career Fair	Laura Clark, Chief People Officer for News Press &
		Gazette, attended a career fair at University of Missouri
		and spoke to candidates about broadcast careers and
		opportunities at NPG stations

3/5/2020	Educational Institution Activities	Morning Star Christian School tour of the station: A first grade class were given a tour of the station by Bob Shaw. Station operations and roles in television broadcasting were discussed.
4/1/2020	Career Fair	Laura Clark, Chief People Officer for News Press & Gazette, attended a virtual career fair at Arizona State University recruiting candidates for broadcast careers and opportunities at NPG stations
Ongoing	Internship	The station hosted two interns during the year in the news department. Our interns had the opportunity to learn hands-on about broadcast career. The station widely recruited for these positions and one intern was hired to fill an open position once the internship was complete.
May - September		Resources were not available for outreach activities due to COVID 19 shut down

A. Full-Time Vacancy Filled						
Job Title:	Multimedia Journalist Date Filled:				7/13/2020 7/14/2020	
B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
				_		
Corporate web site				3		1
KTVZ.com				15	2	2
TVJobs.com						
MediaLine						
Worksource - OR Employment Office						
Indeed.com				2		
Google search				1		
LinkedIn.com						
In house						
Central Oregon Community College						
Arizona State University				8		
Oregon Association of Broadcasters						
TV Commercial on our station				1		
Referral				2		
Unknown				1		
ABC 17 News				1		
JournalismJobs.com				1	1	
			Total	35	4	3

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.)
- * Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

A. Full-Time Vacancy Filled			
Job Title:	Weekend Weather Reporter	Date Filled:	4/1/2020

B. Recruitment/Referral Sources	Contact	Addroop	Tol#	Deferred	Intervioused	oformal Himo
Source	Contact	Address	Tel#	Referred	Interviewed	ererrai mire
Corporate web site				3		
KTVZ.com				1		
TVJobs.com				1	1	1
MediaLine				-	•	
Worksource - OR Employment Office						
Indeed.com						
Google search				1		
LinkedIn.com				1		
In house						
Central Oregon Community College						
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral				2		
Unknown				2		
			Total	11	1	1

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* Documentation that job vacancy information was widely disseminated (dates of on-air	
announcements, dated copies of all advertisements, community and internet postings, etc.)	

E. Outreach Activities

^{*} Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

A. Full-Time Vacancy Filled			
Job Title:	News Producer	Date Filled:	10/2/2020

B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate web site KTVZ.com TVJobs.com MediaLine Worksource - OR Employment Office Indeed.com Facebook				5 2	1	1
LinkedIn.com				1		
In house Central Oregon Community College Oregon State University Arizona State University				1		
Oregon Association of Broadcasters TV Commercial on our station Referral Unknown				1 4		
			Total	14	1	1

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_	Attachments	
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* Documentation that job vacancy information was widely disseminated (dates of on-air	
announcements, dated copies of all advertisements, community and internet postings, etc.)	

E. Outreach Activities

^{*} Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

	1111	i v Bella,	o. cgo			
A. Full-Time Vacancy Filled						
Job Title:	Intern				Date Filled:	6/15/2020 6/23/2020
B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate web site KTVZ.com TVJobs.com MediaLine Worksource - OR Employment Office Indeed.com Facebook LinkedIn.com In house Central Oregon Community College Arizona State University Oregon Association of Broadcasters TV Commercial on our station Referral Intern program Past Employee		Address		1 3 1	1	1
			Total	6	2	2

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.)
- * Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

A. Full-Time Vacancy Filled						
Job Title:	News Producer				Date Filled:	4/15/2020 4/13/2020
B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate web site KTVZ.com TVJobs.com MediaLine Worksource - OR Employment Office Indeed.com Facebook LinkedIn.com In house Central Oregon Community College Arizona State University Oregon Association of Broadcasters TV Commercial on our station Referral Unknown)			1	1	
O 445-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-			Total	4	2	2
* Desumentation that ich vecen	information was wi	daly diagoni	natad (dat	oo of on oir		
 Documentation that job vacancy announcements, dated copies of 		•	•		etc)	
* Documentation that job vacancy					, 610. <i>j</i>	
(detail letters a mails foves etc		Ovided to let	ruesting Of	gariizations		

(dated letters, e-mails, faxes etc.)

E. Outreach Activities

	KIVZ-	ı v benu, o	regon			
A. Full-Time Vacancy Filled						
Job Title:	On Air Technicia	n Audio			Date Filled:	5/20/2020
B. Recruitment/Referral Sources	011	A -1 -1	T-14	D - (I	1	Defermed IIIme d
Source	Contact	Address	Tel#	Referred	interviewed	Referral Hired
Corporate web site						
KTVZ.com				2	1	
TVJobs.com						
MediaLine						
Worksource - OR Employment Office	Э					
Indeed.com				9	1	1
Facebook						
LinkedIn.com In house						
Central Oregon Community College						
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral						
Unknown						
			Total	11	2	1
C. Attachments						
* Documentation that job vacancy	information was v	widely dissemi	nated (date	es of on-air		
announcements, dated copies of	of all advertisemen	nts, community	and intern	et postings,	etc.)	
* Documentation that job vacancy	information was r	provided to rec	unocting or	agnizations		

* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

A Full Time Vecency Filled	11112	T Dona, C	regon			
A. Full-Time Vacancy Filled						
Job Title:	TD On Air Tecl	nnician AM			Date Filled:	8/24/2020
D. D						
B. Recruitment/Referral Sources	0	A -1 -1	T - 14	D = f =l	l	Defermal Illinoid
Source	Contact	Address	Tel#	Referred	interviewed	Referral Hired
Corporate web site				1		
KTVZ.com				2		
TVJobs.com				_		
MediaLine						
Worksource - OR Employment Offic	Δ.					
Indeed.com	•			8	1	
Facebook				Ü		
LinkedIn.com						
In house				1	1	1
Central Oregon Community College						•
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral						
Unknown						
			Total	12	2	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.)
- * Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

A. Full-Time Vacancy Filled						
Job Title:	TD On Air Te	chnician AM			Date Filled:	3/30/2020 5/4/2020
B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate web site						
KTVZ.com				1		
TVJobs.com						
MediaLine						
Worksource - OR Employment Office)					
Indeed.com				10	2	2
Facebook						
LinkedIn.com						
In house						
Central Oregon Community College						
Arizona State University						
Oregon Association of Broadcasters TV Commercial on our station						
Referral						
Unknown						
					_	_
			Total	11	2	2

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.)
- * Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

A. Full-Time	Vacancy Filled						
Job Title:		TD On Air Tech	nnician PM			Date Filled:	3/16/2020
B. Recruitme	ent/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Indeed.com Facebook LinkedIn.com In house Central Orego Arizona State Oregon Association	OR Employment Office				1	1	1
				Total	1	1	1
annound	ents Intation that job vacancy Ements, dated copies of Intation that job vacancy	all advertiseme	ents, communit	y and inter	net postings	s, etc.)	
(dated let	tters, e-mails, faxes etc.)					

E. Outreach Activities

A. Full-Time vacancy Filled						
Job Title:	Graphics Desig	ıner			Date Filled:	8/7/2020
B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate web site KTVZ.com TVJobs.com MediaLine Worksource - OR Employment Office						
Indeed.com Facebook LinkedIn.com In house				27	5	1
Central Oregon Community College Arizona State University Oregon Association of Broadcasters TV Commercial on our station				1		
Referral Unknown				1		
			Total	29	5	1
C. Attachments						
* Documentation that job vacancy						
announcements, dated copies o					, etc.)	
* Documentation that job vacancy	information was	provided to red	questing or	ganizations		

E. Outreach Activities

(dated letters, e-mails, faxes etc.)

A. Full-Time	Vacancy Filled						
Job Title:		Operations Mana	ager			Date Filled:	6/22/2020
B. Recruitm	ent/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Indeed.com Facebook LinkedIn.com In house Arizona State Oregon Asso	OR Employment Office				11 3	3	1
				Total	14	3	1
C. Attachme	ents						
* Docume	ntation that job vacancy	information was v	widely dissemi	nated (date	es of on-air		
	cements, dated copies of					etc.)	
* Docume	ntation that job vacancy	information was p	provided to rec	uesting or	ganizations		
(dated le	tters, e-mails, faxes etc.)					

E. Outreach Activities

A. Full-Time Vacancy Filled						
Job Title:	General Manager	Date Filled:	3/2/2020			

B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate web site				6	4	1
KTVZ.com				3	1	
TVJobs.com						
MediaLine						
Worksource - OR Employment Office						
TV NewsCheck				3		
Indeed.com				17		
Spots & Dots				5	2	
Facebook						
LinkedIn.com				1		
SalesJobs.com						
TV Technology Magazine				1	1	
In house				1		
Oregon Media Central				1		
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral				3	1	
Unknown				2		
			Total	43	10	1

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- * Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and internet postings, etc.)
- * Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities