

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

B. Recruitment/Referral Sources Used to Seek Candidates for 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/Referral Sources:

Referral Source Contact Person	Address	Tel #	Number of Interviewees 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 Broadcasters			
TV ads aired on KTVZ			
TV News Check			1
TV Technology Magazine			1
JournalismJobs.com			1
Total			33

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

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.joinhandshake.com				

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air

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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						
No notification of job vacancies were requested by any of the above recruiting sources during this time period						

EEO Outreach 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 Activities	Madras High School: Bob Shaw taught a weather class and spoke to the class about careers in television broadcast.
11/20/2019	Educational Institution Activities	Bridges Charter Academy tour of the station: 30 students 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 Activities	Trinity Lutheran School tour of the station: A second 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 Activities	Ponderosa Elementary School tour of the station: Second 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 Activities	Ponderosa Elementary School tour of the station: Second 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 Activities	Ponderosa Elementary School tour of the station: Second grade classes were given a tour of the station by Bob Shaw. Station operations and roles in television broadcasting were discussed.
2/24/2020	Educational Institution Activities	Ponderosa Elementary School tour of the station: Second grade classes were given a tour of the station by Bob Shaw. Station operations and roles in television 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

KTVZ-TV Bend, Oregon

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	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

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Weekend Weather Reporter Date Filled: **4/1/2020**

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hire
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

C. Attachments

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

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				5	1	1
TVJobs.com				2		
MediaLine						
Worksource - OR Employment Office						
Indeed.com						
Facebook						
LinkedIn.com				1		
In house						
Central Oregon Community College						
Oregon State University				1		
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral				1		
Unknown				4		
Total				14	1	1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title:	News Producer	Date Filled:	4/15/2020 4/13/2020
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B. Recruitment/Referral Sources

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

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: On Air Technician Audio Date Filled: **5/20/2020**

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate web site						
KTVZ.com				2	1	
TVJobs.com						
MediaLine						
Worksource - OR Employment Office						
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 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

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: TD On Air Technician AM Date Filled: **8/24/2020**

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
Corporate web site				1		
KTVZ.com				2		
TVJobs.com						
MediaLine						
Worksource - OR Employment Office						
Indeed.com				8	1	
Facebook						
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

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

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title:	TD On Air Technician AM	Date Filled:	3/30/2020 5/4/2020
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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

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

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: TD On Air Technician PM Date Filled: 3/16/2020

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				1	1	1
Central Oregon Community College						
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral						
Unknown						
Total				1	1	1

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

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Graphics Designer 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				27	5	1
Facebook						
LinkedIn.com						
In house						
Central Oregon Community College				1		
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral						
Unknown				1		
Total				29	5	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

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Operations Manager Date Filled: **6/22/2020**

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				11		
Facebook						
LinkedIn.com						
In house				3	3	1
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral						
Unknown						
Total				14	3	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

See Attached

KTVZ-TV Bend, Oregon

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	1	
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

C. Attachments

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

E. Outreach Activities

See Attached