

KTVZ-TV and KFXO-CD Bend, Oregon

A. Full-Time Vacancies Filled During Past Year (10/1/20 through 9/30/21)

Job Title:	On Air Technician	FT	Date Opened:	7/15/2021	Date Filled:	9/24/2021
Job Title:	Account Executive Fox	FT	Date Opened:	7/1/2020	Date Filled:	8/22/2021
Job Title:	Commercial Producer	FT	Date Opened:	5/29/2021	Date Filled:	6/22/2021
Job Title:	MMJ / Producer	FT	Date Opened:	3/8/2021	Date Filled:	6/1/2021
Job Title:	News Producer Mornings	FT	Date Opened:	3/8/2021	Date Filled:	5/5/2021
Job Title:	MMJ / Producer	FT	Date Opened:	1/18/2021	Date Filled:	2/22/2021
Job Title:	Sales Assistant	FT	Date Opened:	1/12/2021	Date Filled:	2/11/2021
Job Title:	MMJ / Producer	FT	Date Opened:	6/23/2020	Date Filled:	1/4/2021
Job Title:	MMJ / Producer	FT	Date Opened:	6/23/2020	Date Filled:	12/7/2020
Job Title:	Account Executive NBC	FT	Date Opened:	9/29/2020	Date Filled:	11/16/2020

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

Source	Contact Person	Address	Tel #	Referred person hired?
		Attached		10

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

30

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
				3
				1
				9
				1
				1

Arizona State University
Mizzou University
Handshake
In-house
Referrals
Oregon Association of Broadcasters
TV ads aired on KTVZ
Unknown

1
13
1
0

Total
E. Outreach Activities

See Attached

30

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title:

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#
NPGCO.com	jenniferw@npgco.com		
KTVZ.com	KTVZ.com		
TVJobs.com	TVJobs.com		
Medialine	Medialine.com		
Worksource - OR Employment Office	Employment.Oregon.gov		
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	coocstudentjobs.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 tip		
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 announcements, dated copies of all advertisements, community and internet postings, etc.)

* Documentation that job vacancy information was provided to requesting organizations

EEO Outreach Activities 2020 2021

Date	EEO Outreach Category	Description
October - February		Resources were not available for outreach activities due to COVID 19 shut down
March 1 - 2	Virtual campus recruiting	Michael Fabac, Director of News & Marketing for News Press & Gazette, attended a virtual career fair at Arizona State University recruiting candidates for broadcast careers and opportunities at NPG stations
March 8 - 9	Virtual campus recruiting	Michael Fabac, Director of News & Marketing for News Press & Gazette, attended a virtual career fair at Syracuse University recruiting candidates for broadcast careers and opportunities at NPG stations
March 11 - 12	Virtual campus recruiting	Michael Fabac, Director of News & Marketing for News Press & Gazette, attended a virtual career fair at University of Missouri recruiting candidates for broadcast careers and opportunities at NPG stations
April - 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: TD On Air Technician AM Date Filled: 9/24/2021

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				2	1	
TVJobs.com						
MediaLine						
Worksource - OR Employment Office						
Indeed.com				4	2	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				6	3	1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title:

AE KFXO

Date Filled:

2/11/2021

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral	Hired
NPGCO.com							
KTVZ.com							
TVJobs.com							
MediaLine							
Worksource - OR Employment Office							
Indeed.com				36	4		
Facebook							
LinkedIn.com							
In house				1	1		1
Central Oregon Community College							
Arizona State University							
Oregon Association of Broadcasters							
TV Commercial on our station				2	1		
Referral				1	1		
Unknown							
Total				40	7		1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Commercial Producer

Date Filled: **6/22/2021**

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				1		
TVJobs.com						
MediaLine						
Worksource - OR Employment Office						
Indeed.com				2	1	1
Facebook						
LinkedIn.com						
Film & TV Jobs.com				1		
Central Oregon Community College						
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral				1	1	1
Unknown						
Total				5	2	2

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Multimedia Journalist Date Filled: 6/1/2021

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				2		
KTVZ.com				3		
TVJobs.com				1		
MediaLine						
Worksource - OR Employment Office						
Indeed.com				5		
Google search						
LinkedIn.com						
In house						
University of Missouri				1		
Arizona State University						
Oregon Association of Broadcasters						
Handshake				1		
Referral				3	1	1
Unknown				1		
ABC 17 News						
JournalismJobs.com						
Total				17	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: News Producer Date Filled: 5/5/2021

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral	Hired
NPGCO.com							
KTVZ.com							
TVJobs.com							
Zip Recruiter				1			
Worksource - OR Employment Office							
Indeed.com				4			
Facebook							
LinkedIn.com				1	1		
In house							
Handshake				3			
Arizona State University							
Oregon Association of Broadcasters							
High School				1			
Referral				1	1		1
Unknown							
Total				11	2		1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Multimedia Journalist Date Filled: 2/22/2021

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				1		
KTVZ.com						
TVJobs.com				1		
MediaLine						
Worksource - OR Employment Office						
Indeed.com				4		
Google search						
LinkedIn.com				2		
In house						
Central Oregon Community College						
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral				1	1	1
Unknown				1		
ABC 17 News						
JournalismJobs.com						
Total				10	1	1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title:

Sales Assistant

Date Filled:

2/11/2021

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral	Hired
NPGCO.com							
KTVZ.com				1			
TVJobs.com							
MediaLine							
Worksource - OR Employment Office							
Indeed.com				13	1		
Facebook				1			
LinkedIn.com							
In house							
Central Oregon Community College							
Arizona State University							
Oregon Association of Broadcasters							
TV Commercial on our station				1			
Referral				1	1		1
Unknown				1			
Total				18	2		1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Multimedia Journalist Date Filled: 12/7/2020
1/4/2021

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				2		
KTVZ.com				16	2	
TVJobs.com				1	1	
MediaLine						
Worksource - OR Employment Office						
Indeed.com				2		
Google search						
LinkedIn.com				2		
In house						
University of Oregon				1		
California State University				1	1	
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral				16	7	2
Unknown				4		
ABC 17 News						
JournalismJobs.com						
Total				45	11	2

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: AE NBC Date Filled: 11/16/2020

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				1		
TVJobs.com						
MediaLine						
Worksource - OR Employment Office						
Indeed.com				38	1	1
Facebook						
LinkedIn.com						
In house						
Central Oregon Community College						
Arizona State University						
Oregon Association of Broadcasters						
TV Commercial on our station				1		
Referral						
Unknown				4		
Total				44	1	1

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E. Outreach Activities

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