

KTVZ-TV and KFXO-CD Bend, Oregon

A. Full-Time Vacancies Filled During Past Year (10/1/21 through 9/30/22)

| | | | | | | |
|------------|-------------------------------|----|--------------|-----------|--------------|------------|
| Job Title: | Sales Assistant | FT | Date Opened: | 7/9/2021 | Date Filled: | 11/16/2021 |
| Job Title: | MMJ | FT | Date Opened: | 8/25/2021 | Date Filled: | 2/1/2022 |
| Job Title: | Account Executive | FT | Date Opened: | 5/6/2022 | Date Filled: | 6/12/2022 |
| Job Title: | Digital Marketing Coordinator | FT | Date Opened: | 6/15/2022 | Date Filled: | 7/18/2022 |
| Job Title: | News Anchor | FT | Date Opened: | 4/15/2022 | Date Filled: | 8/8/2022 |

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

| Source | Contact Person | Address | Tel # | Referred person hired? |
|--------|----------------|---------|-------|------------------------|
| | | | | 5 |

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

16

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 |
|--------------------|----------------|---------|-------|---------------------------------|
| Indeed.com | | | | 8 |
| Viewer | | | | 1 |
| Referrals | | | | 6 |
| BendOregonJobs.com | | | | 1 |
| Unknown | | | | |

Total 16

E. Outreach Activities

See Attached

A. Full-Time Vacancy Filled

A. Full-Time Vacancy Filled

| | |
|--|--|
| | |
|--|--|

Source

Tel#

ads@spotshoats.com

nanasnake@notifications.01nanasnake.com

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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

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

| EEO Outreach Activities 2021 2022 | | |
|-----------------------------------|---------------------------------------|---|
| Date | EEO Outreach Category | Description |
| December 9-10 2021 | Teaching Weather | Meteorologist Bob Shaw taught weather classes at Caldera High School with emphasis on future weather candidates. |
| 2/1/2018 | Kelsey McGee training | Kelsey was paired with a photographer, as well as veteran news Producers and MMJ's for her first two weeks to learn about how a day works for a MMJ from morning meeting and story ideas, to making a digital post, to setting up a shot, making a shoot, writing, getting script approval and then editing. |
| March 15-16, 2022 | University of Missouri | Virtual Recruiting Campus Fair, attended by the Chief People Officer News Press & Gazette. |
| March 31, 2022 | Arizona State University | Virtual Recruiting Campus Fair, attended by the Director of News & Marketing News Press & Gazette. |
| April 28, 2022 | Career Fair, Crook County High School | Meteorologist Bob Shaw participated in this career fair with emphasis on recruiting for all news positions. |
| June 12-August 30 | Training Program - Sales | In the sales department we pair inexperienced AE's with a veteran AE as a mentor to help guide the AE and take them on sales calls and help them with their first orders once they make a sale. This is in addition to the on-line training modules they must complete, and direct training from the Local Sales Manager. |
| August 8-12 | Training Program - News | Cathy did a job shadow / formal training with experienced Photographer Tyson Beauchemin for one week. This training was provided in, and away from the news department, for a week and by the end of the week Cathy had learned valuable insight on our news department. |
| September 19-20, 2022 | University of Missouri - Columbia | Curtis Carns, Scott Flannigan, Steve Booher, Jess DeHaven, Sara Rooney and Laura Clark from News Press & Gazette, attended a career fair at University of Missouri recruiting candidates for broadcast careers and opportunities at NPG stations. |
| | | |

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Sales Assistant Date Filled: 11/16/2021

B. Recruitment/Referral Sources

| Source | Contact | Address | Tel# | Referred | Interviewed | Referral Hired |
|-----------------------------------|---------|---------|------|----------|-------------|----------------|
| KTVZ.com | | | | 2 | | |
| TVJobs.com | | | | | | |
| BendOregonJobs.com | | | | 1 | 1 | |
| Worksource - OR Employment Office | | | | | | |
| Indeed.com | | | | 14 | 3 | |
| Facebook | | | | | | |
| LinkedIn.com | | | | | | |
| In house | | | | | | |
| Central Oregon Community College | | | | | | |
| Referral | | | | 1 | 1 | 1 |
| Unknown | | | | | | |
| Total | | | | 18 | 5 | 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: 2/1/2022

B. Recruitment/Referral Sources

| Source | Contact | Address | Tel# | Referred | Interviewed | Referral Hired |
|------------------------------------|---------|---------|------|----------|-------------|----------------|
| NPGCO.com | | | | 2 | | |
| KTVZ.com | | | | 2 | | |
| TVJobs.com | | | | 1 | | |
| Indeed.com | | | | 1 | | |
| Google search | | | | | | |
| LinkedIn.com | | | | 1 | | |
| In house | | | | | | |
| Central Oregon Community College | | | | | | |
| Oregon Association of Broadcasters | | | | | | |
| Referral | | | | 5 | 3 | 1 |
| Unknown | | | | | | |
| ABC 17 News | | | | | | |
| JournalismJobs.com | | | | | | |
| Total | | | | 11 | 3 | 1 |

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title:

Account Executive KFXO

Date Filled:

6/12/2022

B. Recruitment/Referral Sources

| Source | Contact | Address | Tel# | Referred | Interviewed | Referral Hired |
|------------------------------------|---------|---------|------|----------|-------------|----------------|
| NPGCO.com | | | | 1 | 0 | 0 |
| KTVZ.com | | | | | | |
| Worksource - OR Employment Office | | | | 13 | 5 | 1 |
| Indeed.com | | | | | | |
| Facebook | | | | | | |
| LinkedIn.com | | | | | | |
| Oregon Association of Broadcasters | | | | 2 | 1 | 0 |
| Referral | | | | | | |
| Total | | | | 16 | 6 | 1 |

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Digital Marketing Coordinator Date Filled: 7/18/2022

B. Recruitment/Referral Sources

| Source | Contact | Address | Tel# | Referred | Interviewed | Referral Hired |
|------------------------------------|---------|---------|------|----------|-------------|----------------|
| NPGCO.com | | | | | | |
| KTVZ.com | | | | | | |
| Worksource - OR Employment Office | | | | 24 | 0 | 0 |
| Indeed.com | | | | | | |
| Facebook | | | | | | |
| LinkedIn.com | | | | | | |
| In house | | | | | | |
| Oregon Association of Broadcasters | | | | | | |
| Referral | | | | 1 | 1 | 1 |
| Total | | | | 25 | 1 | 1 |

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: News Anchor Date Filled: 8/8/2022

B. Recruitment/Referral Sources

| Source | Contact | Address | Tel# | Referred | Interviewed | Referral Hired |
|------------------------------------|---------|---------|------|----------|-------------|----------------|
| NPGCO.com | | | | 1 | | |
| KTVZ.com | | | | 2 | | |
| TVJobs.com | | | | 1 | | |
| Indeed.com | | | | | | |
| Google search | | | | | | |
| LinkedIn.com | | | | | | |
| Oregon Association of Broadcasters | | | | | | |
| Referral | | | | | | |
| Viewer | | | | 1 | 1 | 1 |
| Total | | | | 5 | 1 | 1 |

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