# KTVZ-TV and KFXO-CD Bend, Oregon

Job Title:	Job Title:	Job Title:	Job Title:	Job Title:	A. Full-Time Vac
News Anchor	Digital Marketing Coordinator	Account Executive	LMM	Sales Assistant	A. Full-Time Vacancies Filled During Past Year (10/1/21 through 9/30/22)
듸	픠	Ŧ	듸	FT	1 through
Date Opened:	Date Opened:	Date Opened:	Date Opened:	Date Opened:	h 9/30/22)
4/15/2022 Date Filled:	6/15/2022 Date Filled:	5/6/2022 Date Filled:	8/25/2021 Date Filled:	7/9/2021 Date Filled:	
8/8/2022	7/18/2022	6/12/2022	2/1/2022	11/16/2021	

Source C. Total Number of Pe	Source Contact Person ess Tel #  Attached  C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled during the Past Year (this	ess Attached I Full-Time Vacar	Tel #  cies Filled during the Pa		person hired? 5 will be a raw
number):	isons interviewed for All	Tull-Hille Vaca	or on Amma name cap		16
D. Total Number of Int	D. Total Number of Interviewees for All Full-Time Vacancies Filled during the Past Year per Recruitment/Referal Sources:	ne Vacancies Fil	led during the Past Year	· per Recruitment/R	eferal Sources: Number of
D. Total Number of Int	erviewees for All Full-Tin	ne Vacancies Fil Add	led during the Past Year	per Recruitment/R	eferal Sources: Number of Interviewees
D. Total Number of Int Referral Source	erviewees for All Full-Tin Contact Person	ne Vacancies Fil Add ress	led during the Past Year	per Recruitment/R	eferal Sources: Number of Interviewees Referred
D. Total Number of Int Referral Source Indeed.com Viewer Referrals	erviewees for All Full-Tin Contact Person	ne Vacancies Fil Add ress	led during the Past Year Tel #	per Recruitment/R	eferal Sources: Number of Interviewees Referred 8 1
D. Total Number of Int Referral Source Indeed.com Viewer Referrals BendOregonJobs.com Unknown	erviewees for All Full-Tin Contact Person	ne Vacancies Fil Add ress	led during the Past Year	per Recruitment/R	eferal Sources: Number of Interviewees Referred 8 1 1 1

A. Full-Time Vacancy Filled	NIVE-IN Delia, Clegoli		
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		
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		

No notification of job va	E. Outreach Activities	(dated letters, e-mails, faxes etc.)	announcements, c	C. Attachments  * Documentation tha
acancies were requ	<b>σ</b>	ails, faxes etc.)	dated copies of all a	at job vacancy infor
No notification of job vacancies were requested by any of the above recruiting sources during this ti		(dated letters, e-mails, faxes etc.)	announcements, dated copies of all advertisements, community and internet postings, etc.)	Attachments  * Documentation that job vacancy information was widely disseminated (dates of on-air
time period				

EEO Outreach Activities 2021 2022	ities 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	Meteorologist Bob Shaw participated in this career fair
	High School	with emplasis 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 Beaucheim 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 -	Curtis Carns, Scott Flannigan, Steve Booher, Jess
	Columbia	DeHaven, Sara Rooney and Laura Clark from News
		Press & Gazette, attended a career fair at University of
		Missouri recruiting candidates for broadcast careers and
		Missoull rectaining candidates for produces careers and

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

Total

18

5

### C. Attachments

Unknown

- \* 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:	Multimedia Jo	urnalist			2/1/2022	
B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				2		
TVJobs.com				2		
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						
					Add to the	
			Total	11	3	1
			Jessey IV.			
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:	Title: Account Executive KFXO		Date Filled:		6/12/2022		
B. Recruitm	ent/Referral Sources						
	Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com							
KTVZ.com					1	0	0
Worksource -	- OR Employment Office						
Indeed.com					13	5	1
Facebook							
LinkedIn.com							
•	ciation of Broadcasters				•	4	0
Referral					2	1	0
				Total	16	6	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					D . E	7/40/0000
Job Title:	Digital Marketin	ig 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				0.4	0	
Indeed.com				24	0	0
Facebook LinkedIn.com						
In house						
Oregon Association of Broadcasters						
Referral				1	1	1
			Total	25	1	1
			Total			
C. Attachments						
* Documentation that job vacancy announcements, dated copies of	information was of all advertiseme	s widely dissemi ents, community	inated (dat , and inter	es of on-air net postings	, etc.)	
* Documentation that job vacancy						
(dated letters, e-mails, faxes etc						

E. Outreach Activities

. Full-Time Vacancy Fille	ed					
ob Title:	News Anchor				Date Filled:	8/8/2022
3. Recruitment/Referral S	ources					
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
IPGCO.com						
(TVZ.com				1		
VJobs.com						
ndeed.com				2		
Google search .inkedln.com				1		
Dregon Association of Broa	dcasters					
Referral						
/iewer				1	1	1
			Total	5	1	1
C. Attachments						
* Documentation that job	vacancy information w	as widely disse	eminated (	dates of on-	air	
	d copies of all advertiser					
* Documentation that job		an provided to	roquonting	a organizatio	nne	

E. Outreach Activities