KTVZ-TV, KFXO-CD and KQRE-LD Bend, Oregon

		ed	See Attached		
					E. Outreach Activities
52					Total
_					Walk In
_					Job Board
_					On-Air advertisement
_				Ÿ	Arizona State University
					NPGCU.com
					Google search
_					Handsnake
					Linkedin
٠ ,					li i louse
1 0					B LOUIS
s					Unknown
ယ					Referrals
ω					KIVZ.com
36					Indeed.com
Kelerred	7	<u></u>	ress	Collact reison	Veletial Source
Interviewees	0 5	T 2. ±	Add	Contact Borron	Deferral Course
tomic of	. 3		>		
Number of	N Lear ber Vectorinieriniverei	led dulling the Fast	Vacalicies I II	r van runnber og hastylewees for kullsturs inne vacanores inned burnig met ast i sall bei inscribinneligiber o Number of	D. Total Mulliber Of I
ACCOUNT OF THE PROPERTY OF THE	Anna Bollobuké Motob ariba sakadanananyan manakan kanakanan manakan menganya walanda kalamanan kanakan kalaman	collicia de la calega colos confraças de la colos collectivas de la calega de la ca	The canonical of the state of t	A STATE OF THE STA	ANNOLAN INTERNATIONAL VERTICAL AND THE CONTRACT CONTRACT OF THE CONTRACT CO
52					
raw	he Past Year (this will be a	ncies Filled during t	ill-Time Vacai	C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled during the Past-Year (this will be a raw number):	C. Total Number of F
			Attached		
person illied:	<u> </u>	10.1		Contact class	0000
areon bired?		Tol #	ess	Contact Derson	Source
Referred	7		Addr		
		Vacancies	ndidates for \	B Recruitment/Referral Sources Used to Seek Candidates for Vacancies	B. Recruitment/Refe
8/19/2024	7/27/2024 Date Filled:	Date Opened:	FT	Producer	11 Job Title:
7/22/2024	5/31/2024 Date Filled:	Date Opened:	FT	Account Executive KTVZ	10 Job Title:
6/17/2024	12/13/2023 Date Filled:	Date Opened:	듸	Anchor / Sunrise	9 Job Title:
6/10/2024	1/17/2024 Date Filled:	Date Opened:	듸	Anchor / Weather	8 Job Title:
5/20/2024	5/7/2024 Date Filled:	Date Opened:	FT	Producer	
4/29/2024	10/13/2023 Date Filled:	Date Opened:	FT	Account Executive KTVZ	
3/5/2024	1/17/2024 Date Filled:	Date Opened:	픠	Anchor / Weather	5 Job Title:
2/26/2024	1/17/2024 Date Filled:	Date Opened:	FT	Producer	4 Job Title:
12/12/2023		Date Opened:	F	Account Executive KFXO	3 Job Title:
11/13/2023	10/9/2023 Date Filled:	Date Opened:	뒤	Graphic Designer	2 Job Title:
11/6/2023	8/18/2023 Date Filled:	Date Opened:	FT	Multimedia Journalist	1 Job Title:
		า 9/30/24)	0/1/23 through	A. Full-Time Vacancies Filled During Past Year (10/1/23 through 9/30/24)	A. Full-Time Vacanci
	Clegon	, ספווע	ייט מווע ק		n dodobou Zezila prakrady 17 c. ili 2009 MBD (p. Stake, To., d.s. MBD), a prejednik i ziso BBD MSC Comis

	KTVZ-TV Bend, Oregon		
A. Full-Time Vacancy Filled Job Title:			
3273			
Source Sources	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		
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		
University of Missouri	job fair		
Oregon Association of Broadcasters	theoab.org/careers/post-job/		
Referrals	Word of mouth		
JournalismJobs.com	JournalismJobs.com		
TV Commercial on our station	On air commercial		
Handshake	handshake@notifications.joinhandshake.com		
C. Attachments	v		
* Documentation that job vacancy	Documentation that job vacancy information was widely disseminated (dates of on-air		
announcements, dated copies of	announcements, dated copies of all advertisements, community and internet postings	etc.)	
* Documentation that job vacancy (dated letters, e-mails, faxes 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	No notification of job vacancies were requested by any of the above recruiting sources during this tin	ng this time period	riod

Date	EEO Outreach Category	Description
October 18, 2023	Arizona State University Phoenix, AZ	Job fair attended by NPG Director of News & Marketing, Michael Fabac and Corporate Recruiting, Rebecca Johnson
October 30, 2023	COAR Awards	Meteorologist John Caroll emceed this event
November 6-7, 2023	University of Missouri Columbia, MO	Job fair attended by NPG Director of Personnel, Laura Clark and NPG Director of News & Marketing, Michael Fabac.
December 12, 2023	Mt. View High School	News Director, Cathy Marshall, did a studio tour for their English Language Development class, which is starting a journalism/news broadcasting unit.
December 12-29, 2023	Training Program - Sales	In the sales department we trained new AE John Athens to help guide him and take him on sales calls and help him with his first orders once he makes a sale. This is in addition to the on-line training modules he must complete, and direct training from the Local Sales Manager.
February 19-20, 2024	University of Missouri Columbia, MO	Job fair attended by Chad Hypes, Gary Smith and Curtis Varns
February 22-23, 2024	Penn State University State College, PA	Job Expo attended by Chad Hypes, Meghan Drakas and Michael Fabac
April 22, 2024	Arizona State University Phoenix, AZ	Virtual job fair recruiting by Director of News & Marketing Michael Fabac
April 29-May17, 2024	Training Program - Sales	In the sales department we trained new AE Wendy Cooley to help guide her and take her on sales calls and help her with her first orders once she made a sale. This is in addition to the on-line training modules they must complete, and direct training from the Local Sales Manager.
June 10-28, 2024	Training Program - Weather	Meteorologist John Carroll did formal training with new hire Meteorologist Shannon Brady regarding Weather Anchor presentation and graphics.
July 22-August 9, 2024	Training Program - Sales	In the sales department we trained new AE Brooke to help guide her and take her on sales calls and help her with her first orders once she made a sale. This is in addition to the on-line training modules she must complete, and direct training from the Local Sales Manager.
September 16-17, 2024	Arizona State University Phoenix, AZ	Job fair attended by NPG representatives Michael Fabac, Kade Atwood, Sean Flanagan and Beatriz Martinez

A. Full-Time Vacancy Filled				
Job Title:	MMJ	23-1129	Date Filled:	11/6/23

B. Recruitment/Referral Sources			2			
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				1		
TVJobs.com				1		
Indeed.com				14	4	1
Google search				1		
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral				1		
Unknown						
Oregon State University						
JournalismJobs.com						
Handshake						
Facebook						
Zip Recruiter				1		
On Air Ad						
			Total	19	4	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					La bana da d	4.4
Job Title:	Graphic Desig	ıner			Date Filled:	11/13/23
B. Recruitment/Referral Sources	Table 188					
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
Indeed.com				37	2	
Google search						
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral				3		1
Unknown				2		
Oregon State University						
JournalismJobs.com						
Handshake						
Facebook						
JobExpo.com						
On Air Ad			Total	42	3	1
			TOLAT	42	, J	'
						and the second second
C. Attachments						ar ar
* Documentation that job vacancy						
announcements, dated copies of						
* Documentation that job vacancy		s provided to	requesting	g organizatio	ons	
(dated letters, e-mails, faxes etc	.)					

See Attached

E. Outreach Activities

A. Full-Time Vacancy Filled Job Title:	Account Executi	ve	23-1170	ant and it and all the Parish College, the hear green is to be	Date Filled:	4/29/2024 12/12/2023
B. Recruitment/Referral Sources						12/12/2020
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				2		
Worksource - OR Employment Offic	e					
ndeed.com				69	10	2
-acebook						
_inkedIn.com				1	1	
Oregon Association of Broadcasters	3					
Referral				2	1	
Unknown				1		
Mediacasting.com						
			Total	75	12	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			9			
Job Title:	Producer	ering per yang a samu antan yang berdita aya saja seringan kanan dalah digan samba	24-1006		Date Filled:	2/26/2024
B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				1		
TVJobs.com						
Indeed.com				22	4	
Google search LinkedIn.com						
Handshake				1	1	1
Central Oregon Community College				·		
Oregon Association of Broadcasters						
Referral Unknown						
Creativejobscentral.com						
JournalismJobs.com						
			Total	24	5	1
C. Attachments						
* Documentation that job vacancy						
announcements, dated copies of						
* Documentation that job vacancy		provided to	requesting	organizatio	ons	
(dated letters, e-mails, faxes etc	.)					

E. Outreach Activities

A. Full-Time Vacancy Filled Job Title:	Anchor / Weathe	r	September 18 at 18		Date Filled:	6/10/2024 3/5/2024
B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com KTVZ.com TVJobs.com Indeed.com Google search LinkedIn.com In house Central Oregon Community College Oregon Association of Broadcasters				2 32 1		1
Referral Unknown Penn State JournalismJobs.com				1 1		
			Total	37	6	2
C. Attachments * Documentation that job vacancy announcements, dated copies o	f all advertisemen	ts, communi	ty and int	ernet postir	ngs, etc.)	
* Documentation that job vacancy	•	rovided to re	equesting	organizatio	ons	

E. Outreach Activities

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

Job Title:	Account Execut	tive			Date Filled:	7/22/2024
B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
Worksource - OR Employment Office	е					
Indeed.com				47	8	
LinkedIn.com				3		
Facebook						
Oregon Association of Broadcasters						
Referral						
Unknown				2	2	
Mediacasting.com				4		
Social Media				1	1	
On-Air Advertisement				2 5		
Job Board Walk-in				5 1	1	1
vvaik-iii				1	'	'
			Total	61	13	1
C. Attachments* Documentation that job vacancy						

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

announcements, dated copies of all advertisements, community and internet postings, etc.)

E. Outreach Activities

A. Full-Time Vacancy Filled						
Job Title:	Producer				Date Filled:	5/20/2024
B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com KTVZ.com TVJobs.com				1	1	1
Indeed.com Google search LinkedIn.com In house Central Oregon Community College Oregon Association of Broadcasters Referral Unknown Creativejobscentral.com JournalismJobs.com				8		
			Total	9	1	1
C. Attachments * Documentation that job vacancy announcements, dated copies o * Documentation that job vacancy (dated letters, e-mails, faxes etc.	f all advertisem information wa	ents, commur	ity and in	ternet postir	ngs, etc.)	

E. Outreach Activities

A. Full-Time Vacancy Filled					Pharma I and a second	
Job Title:	Anchor Sunrise		23-1200		Date Filled:	6/17/2024
B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				2	1	
KTVZ.com				2	1	
TVJobs.com				2		
Indeed.com				51	3	1
Google search						
LinkedIn.com						
In house						
Handshake				2		
Oregon Association of Broadcasters	3					
Referral				2	1	
Unknown				1		
Arizona State University				1	1	
KESQ				1		
JournalismJobs.com						
			Total	64	7	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.)

E. Outreach Activities

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

Job Title:	Producer	3 - 4 o o datati materia escala e salentino (12 e o da alemente e o de alemente de la composición del composición de la composición de la composición del composición de la composición del composición del composición del composición del composició			Date Filled:	8/19/2024
B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
Indeed.com				3	1	1
Google search						
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown						
Creativejobscentral.com JournalismJobs.com						
Journalism Jobs.com						
			Total	3	1	1
C. Attachments						
* Documentation that job vacancy announcements, dated copies of						
* Documentation that job vacancy	information wa	s provided to	equesting	g organizatio	ons	
(dated letters, e-mails, faxes etc	.)					

E. Outreach Activities