

**KGW**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2014 - September 30, 2015**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Director of Digital Media	2-10, 12-13, 17-20, 23, 25, 28-30, 34-39, 43-46, 48-52	18
Executive News Producer	2-6, 8-10, 17, 19-20, 23, 25, 28, 30-31, 34-39, 43-46, 48-50, 52	17
Assignment Desk Editor	2-6, 8-10, 12, 17, 19-20, 23, 25, 28, 30-31, 34-39, 43-46, 48-50, 52	17
Multi-platform Creative Services Producer	7-9, 16-18, 31, 34, 38, 49	18
News Producer	2, 7-9, 12, 16, 31, 34, 38, 45, 49, 51	51
News Producer	2, 7-9, 12, 16, 31, 34, 38, 45, 49	45
Multi Media Journalist	1, 3-10, 12-13, 19-20, 23-25, 27-28, 30-31, 34-36, 38-40, 45-46, 48-50, 52	25
Multi Media Journalist	2, 4, 7-9, 11, 28, 30-31, 34, 38, 42, 45-46, 48-49, 52	11
Client Services Representative	8-9, 12, 17, 22, 26-27, 31, 34, 38, 49, 51	12
Digital Account Executive	4-6, 8-12, 16, 19-20, 23, 25, 31, 34-39, 45, 48-52	51
Digital Account Executive	4-6, 8-12, 16, 19-20, 23, 25, 31, 34-39, 45, 48-52	51
Executive News Producer	3-6, 8-10, 12, 15, 18-21, 23-25, 28-31, 34-35, 37-38, 40, 44-46, 48-50, 52	15
News Producer	1, 3-6, 8, 10, 12, 14, 19-20, 23-25, 27-28, 30-42, 44-46, 48-50, 52	14
Digital Automotive Sales Account Executive	3-6, 8, 10, 12, 19-21, 23-25, 27-28, 31-32, 34-42, 44-46, 48-50, 52	21
Reporter/Multi-Media Journalist	1, 3-6, 8-10, 12, 19-20, 23-25, 27-28, 30-42, 44-46, 48-50, 52	25
Digital Account Executive	2-4, 8, 10, 20, 23, 25-27, 31, 34-39, 45-46, 49, 51-52	51
Major Accounts Sales Manager	2-4, 8, 10-13, 17-20, 23, 25, 27, 31, 34-36, 38-39, 45-46, 49, 51-52	11
Business Development Project Manager	2-4, 8, 10, 15, 19-21, 23, 25, 31, 34-36, 38-39, 45-47, 49, 51-52	15
News Producer	1-4, 8, 10, 17-20, 23, 25, 28, 30-36, 38-40, 45-47, 49, 52	18
Digital Sales Specialist	2-4, 8, 10, 17, 19-20, 25-26, 31, 34-35, 38-39, 45-47, 49, 51-52	17

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	(AAJA) Asian American Journalist Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaja.org/career-listings/">http://www.aaja.org/career-listings/</a> Kathy Chow Manual Posting	N	0
2	(WSAB) Washington State Association of Broadcasters 724 Columbia St NW Suite 310 Olympia, Washington 98501 Phone : 360-705-0774 Url : <a href="http://www.wsab.org/">http://www.wsab.org/</a> Email : <a href="mailto:wsabjobbank@comcast.net">wsabjobbank@comcast.net</a> Char Myers	N	0
3	(WSU) Washington State University Murrow School of Communications PO Box 642520 Seattle, Washington 99164 Phone : 509-335-3068 Url : <a href="http://communication.wsu.edu/">http://communication.wsu.edu/</a> Email : <a href="mailto:mmarcelo@wsu.edu">mmarcelo@wsu.edu</a> Glenn Johnson	N	0
4	African American Chamber of Commerce 4300 NE Fremont St Suite #220 Portland, Oregon 97213 Phone : 503-244-5794 Url : <a href="http://www.blackchamber.info/default.cfm">http://www.blackchamber.info/default.cfm</a> Email : <a href="mailto:athomas@royjay.com">athomas@royjay.com</a> Roy Jay	N	0
5	Bates Technical College 1101 S Yakima Ave #M212E Tacoma, Washington 98405 Phone : 253-680-7000 Url : <a href="http://www.bates.ctc.edu/contactus">http://www.bates.ctc.edu/contactus</a> Shirley Miller Manual Posting	N	0
6	Bureau of Indian Affairs 911 NE 11th Ave Portland, Oregon 97232 Phone : 503-231-6702 Url : <a href="http://www.bia.gov/whoweare/regionaloffices/northw">http://www.bia.gov/whoweare/regionaloffices/northw</a> Stanley Speaks Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	California Chicano News Media Association (News Only) ASU Walter Cronkite School of Journalism 725 Arizona Ave Suite 206 Santa Monica, California 90401 Phone : 424-229-9482 Url : <a href="http://ccnma.org/">http://ccnma.org/</a> Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Julio Moran	N	0
8	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	1
9	Collective Talent (Talent only) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Commission on Black Affairs 1819 SW 5th Ave Suite 313 Portland, Oregon 97201 Phone : 503-302-9725 Url : <a href="http://www.oregon.gov/ocba/pages/contact_us.aspx">http://www.oregon.gov/ocba/pages/contact_us.aspx</a> Email : <a href="mailto:oaco.mail@oregon.gov">oaco.mail@oregon.gov</a> Lucy Baker	N	0
11	Corporate Recruiter	N	4
12	Craigslist.com PO Box 225159 San Francisco, California 94122 Phone : 415-566-9844 Url : <a href="http://portland.craigslist.org">http://portland.craigslist.org</a> Craig Newmark Manual Posting	N	2

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13	Creativehotlist.com (Creative Service Only) 110 Constitution Drive Menlo Park, California 94025 Phone : 650-815-4290 Url : <a href="http://www.creativehotlist.com/">http://www.creativehotlist.com/</a> Job Listings Manual Posting	N	0
14	Current Employee - Transfer/Promotion	N	1
15	Current Employee/Internal Promotion	N	2
16	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : <a href="http://www.diversitysearch.com">www.diversitysearch.com</a> Email : <a href="mailto:sales@DiversitySearch.com">sales@DiversitySearch.com</a> Fax : (503) 221-7780 Director of Placement	N	0
17	Employee Referral	N	11
18	Gannett.com 7950 Jones Branch Drive McLean, Virginia Url : <a href="http://www.gannett.com">www.gannett.com</a> Human Resources Broadcast Manual Posting	N	6
19	Goodwill Industries 1943 SE Sixth Ave Portland, Oregon 97124 Phone : 503-238-6109 Url : <a href="http://meetgoodwill.org/">http://meetgoodwill.org/</a> Email : <a href="mailto:plangdon@gicw.org">plangdon@gicw.org</a> Paul Langdon	N	0
20	Hispanic Metropolitan Chamber 333 SW 5th Ave Suite 100 Portland, Oregon 97207 Phone : 503-222-0280 Url : <a href="http://www.hmccoregon.com/">http://www.hmccoregon.com/</a> Email : <a href="mailto:mpotter@hmccoregon.com">mpotter@hmccoregon.com</a> Mary Ann Potter	N	0
21	Indeed.com	N	3
22	Internal Candidate	N	1

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23	ITT Technical Institute 9500 NE Cascades Parkway Portland, Oregon 97220 Phone : 503-255-6500 Url : <a href="http://www2.itt-tech.edu/">http://www2.itt-tech.edu/</a> Email : cflores2@itt-tech.edu Ciran Flores	N	0
24	Journalismnext.com (News Only) P.O. Box 117 Windsor, California 95492 Phone : 703-629-0178 Url : <a href="http://www.journalismnext.com">http://www.journalismnext.com</a> Eric Wee Manual Posting	N	0
25	KGW 1501 SW Jefferson St Portland, Oregon 97201 Phone : 503-226-5000 Url : <a href="http://www.kgw.com/">http://www.kgw.com/</a> Caryn Lilley Manual Posting	N	4
26	Linked In	N	4
27	Linkedin Corporation (Sales) 2029 Stierlin Court Mountain View, California 94043 Phone : 650-810-2897 Url : <a href="http://www.linkedin.com/">http://www.linkedin.com/</a> Jeff Weiner Manual Posting	N	0
28	Media-match.com (News Only) 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com/usa/">http://www.media-match.com/usa/</a> Job Listings Manual Posting	N	0
29	Mediabistro (TVSpy.com) 475 Park Avenue South 4th Floor New York , New York 10016 Phone : 212-547-7893 Url : <a href="https://www.mediabistro.com/">https://www.mediabistro.com/</a> Alexander Spignesi Manual Posting	N	3

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30	Medialine.com (News Only) Box 51909 Pacific Grove, California 93950 Phone : 706-364-7564 Url : <a href="http://www.medialine.com/">http://www.medialine.com/</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
31	Mt. Hood Community College Career Planning & Counseling 26000 SE Stark St Gresham, Oregon 97030 Phone : 503-491-7432 Url : <a href="https://www.mhcc.edu/careercenter/">https://www.mhcc.edu/careercenter/</a> Email : <a href="mailto:mhccareer@mhcc.edu">mhccareer@mhcc.edu</a> Bhaktirose Dawdy	N	0
32	National Association of Black Journalists (News Only) 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : <a href="http://www.nabj.org/">http://www.nabj.org/</a> Darryl Matthews Manual Posting	N	0
33	National Association of Hispanic Journalists (News Only) 1000 National Press Building 529 14th St NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://www.nahjcareercenter.com/">http://www.nahjcareercenter.com/</a> Kevin Olivas Manual Posting	N	0
34	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Phone : 503-443-2299 Url : <a href="http://www.theoab.org">http://www.theoab.org</a> Email : <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> Bill Johnstone	N	0
35	Oregon Association of Minority Entrepreneurs 4134 N Vancouver Suite 100 Portland, Oregon 97217 Phone : 503-249-7744 Url : <a href="http://oame.org/default.cfm">http://oame.org/default.cfm</a> Email : <a href="mailto:Jorge@oame.org">Jorge@oame.org</a> Jorge Guerra	N	0

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36	Oregon State University 8 Kerr Administration Bldg Corvallis, Oregon 97331 Phone : 541-737-4085 Url : <a href="http://oregonstate.edu/career/employers">http://oregonstate.edu/career/employers</a> Email : <a href="mailto:rachel.finch@oregonstate.edu">rachel.finch@oregonstate.edu</a> Rachel Finch	N	0
37	OregonLive 620 SW 5th Ave Suite 300 Portland, Oregon 97204 Phone : 503-972-1000 Url : <a href="http://www.oregonlive.com/">http://www.oregonlive.com/</a> Deborah Hartman Manual Posting	N	0
38	Portland Community College Student Employment Services SSB 104 PO Box 19000 Portland, Oregon 97280 Phone : 971-722-5600 Url : <a href="http://www.pcc.edu/resources/careers/resource-cent">http://www.pcc.edu/resources/careers/resource-cent</a> Email : <a href="mailto:stujobs@pcc.edu">stujobs@pcc.edu</a> Deanne Hardy	N	0
39	Portland State University PO Box 751 Portland, Oregon 97207 Phone : 503-725-4614 Url : <a href="http://www.pdx.edu/careers/posting-jobs-internship">http://www.pdx.edu/careers/posting-jobs-internship</a> Email : <a href="mailto:carconn@pdx.edu">carconn@pdx.edu</a> Terri Bennett	N	0
40	Productionhub.com (News Only) 801 W Fairbanks Ave Winter Park, Florida 32789 Phone : 877-629-4122 Url : <a href="http://www.productionhub.com/jobs/prepost">http://www.productionhub.com/jobs/prepost</a> Job Listings Manual Posting	N	0
41	Promaxbda.org 1522e Cloverfield Blvd Santa Monica, California 90404 Phone : 310-788-7600 Url : <a href="http://www.promaxbda.org/industry-development/care">http://www.promaxbda.org/industry-development/care</a> Emilly Little Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	RTNDA (News Only) 529 14th Street NW, Suite 1240 Washington, District of Columbia 20045 Phone : 202-659-6510 Url : <a href="http://rtdna.org/">http://rtdna.org/</a> Karen Evans Manual Posting	N	0
43	State of Oregon Employment Division 30 N Webster Street Suite E Portland, Oregon 97217 Phone : 503-280-6018 Url : <a href="http://www.oregon.gov/employ/pages/index.aspx">http://www.oregon.gov/employ/pages/index.aspx</a> Email : 111.emp@state.or.us Cynthia Mullen	N	0
44	The Art Institute of Portland 1122 NW Davis St Portland, Oregon 97209 Phone : 503-382-4758 Url : <a href="http://www.artinstitutes.edu/portland/">http://www.artinstitutes.edu/portland/</a> Barry Wall Manual Posting	N	0
45	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com/">http://tvjobs.com/</a> Email : markch@tvjobs.com Mark Halloway	N	4
46	University of Oregon School of Journalism 1200 University of Oregon Eugene, Oregon 97403-1200 Phone : 541-346-3804 Url : <a href="http://journalism.uoregon.edu/career-services/">http://journalism.uoregon.edu/career-services/</a> Email : mirandaa@uoregon.edu Miranda Atkinson	N	0
47	University of Portland 500 N Willamette Blvd Portland , Oregon 97203 Url : <a href="http://www.up.edu/">http://www.up.edu/</a> University of Portland Manual Posting	N	0



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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	University of Washington; Center for Career Services 134 Mary Gates Hall Box 352810 Seattle, Washington 98195 Phone : 206-543-9107 Url : <a href="http://careers.washington.edu/employers">http://careers.washington.edu/employers</a> Susan Terry Manual Posting	N	0
49	Urban League of Portland Employment Department 10 N Russell St Portland, Oregon 97227 Phone : 503-280-2600 Url : <a href="http://ulpdx.org/">http://ulpdx.org/</a> Email : <a href="mailto:uljobs@ulpdx.org">uljobs@ulpdx.org</a> Susan Johnson	N	0
50	Vancouver Chamber of Commerce 1101 Broadway Vancouver, Washington 98660 Phone : 360-694-2588 Url : <a href="http://www.vancouverusa.com/">http://www.vancouverusa.com/</a> Teresa Lawwill Manual Posting	N	0
51	Word of Mouth Referral	N	16
52	YWCA Job Bank 1111 SW 10th Ave Portland, Oregon 97205 Phone : 503-294-7490 Url : <a href="https://ywcapdx.org/">https://ywcapdx.org/</a> Email : <a href="mailto:susans@ywcapdx.org">susans@ywcapdx.org</a> Susan Stoltenberg	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>62</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/23/2014	Participation in other activities designed by the station employment unit	The Station hosted a student from Canby High School for a job shadow. The student learned about careers in broadcasting by observing members working in the News Department.	1	Reporter
2	11/7/2014	Participation in other activities designed by the station employment unit	The Station hosted a student from Canby High School for a job shadow. The student learned about careers in broadcasting by observing members working in the News Department.	1	Reporter
3	12/10/2014	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at New Avenues for Youth. The Human Resources Director interviewed college students and spoke with interested students about careers in broadcasting.	1	Human Resources Director
4	12/10/2014	Participation in other activities designed by the station employment unit	The Station hosted a student from Camas High School for a job shadow. The student learned about careers in broadcasting by observing members working in the News Department.	1	Reporter
5	12/10/2014	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at New Avenues for Youth. The Human Resources Director interviewed college students and spoke with interested students about careers in broadcasting.	1	Human Resources Director
6	1/9/2015	Participation in Job Fairs	The Human Resources Director participated in the Washington State University, Vancouver, Job Fair. She talked to students about careers in broadcasting and answered any questions.	1	Human Resources Director
7	1/9/2015	Participation in other activities designed by the station employment unit	The Station hosted a student from Canby High School for a job shadow. The student learned about careers in broadcasting by observing the General Manager of KGW and touring the Station.	1	President & General Manager
8	3/13/2015	Participation in Job Fairs	The Human Resources Director participated in a Mock Career fair at Reynolds High School to assist students in career learning experiences.	1	Human Resources Director

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9	3/15/2015	Establishment of training programs for station personnel	KGW TV offers a tuition assistance program designed to encourage self development or graduate coursework. The Digital Producer participated in this program during the reporting period.	1	Digital Prodeucer
10	3/17/2015	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program for Portland Public Schools at the Oregon Convention Center. The Human Resources Director interviewed students and spoke with interested students about careers in broadcasting.	1	Human Resources Director
11	4/9/2015	Participation in Job Fairs	The Human Resources Director participated in the University of Portland Job Fair. She talked with students about careers in broadcasting and answered any questions.	1	Human Resources Director
12	4/16/2015	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at Beaverton High School. The Human Resources Director interviewed college students and spoke with interested students about careers in broadcasting.	1	Human Resources Director
13	4/28/2015	Participation in Job Fairs	The Human Resources Director participated in the Portland Community College Job Fair. She spoke to students about careers in broadcasting and answered any questions.	1	Human Resources Director
14	4/30/2015	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at Benson High School. She interviewed college students and spoke with interested students about careers in broadcasting.	1	Human Resources Director
15	5/6/2015	Participation in Job Fairs	The Human Resources Director participated in the Portland State University Job Fair. Students learned about careers in broadcasting and received career advice.	1	Human Resources Director
16	5/7/2015	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at David Douglas High School. The Human Resources Director interviewed college students and spoke with interested students about careers in broadcasting.	1	Human Resources Director

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17	5/14/2015	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at Canby High School. The Human Resources Director interviewed college students and spoke with interested students about careers in broadcasting.	1	Human Resources Director
18	5/15/2015	Establishment of training programs for station personnel	Fifteen managers completed the Gannett Ethics online training between May 15 - June 15, 2015. The training is to ensure managers are in compliance with policy and understand their role in the organization.  The Human Resources Director ensured managers completed the training.	15	Human Resources Director
19	5/21/2015	Participation in events or programs sponsored by educational institutions	The Station participated in a mock interview program at Southridge High School. The Human Resources Director interviewed college students and spoke with interested students about careers in broadcasting.	1	Human Resources Director