

KGW
EEO PUBLIC FILE REPORT
September 21, 2018 - September 20, 2019

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
Anchor	1-3, 6-8, 12-13, 16-17, 19-21, 23-24, 26-34	29
Director of Sales	1-13, 16-21, 23-24, 26-34	5
Local Sales Manager	1-3, 6-10, 12-13, 16-17, 19-24, 26-34	29
Account Executive	1-3, 6-8, 12-13, 16-17, 19-21, 23-24, 26-34	29
Account Executive	1-3, 6-8, 12-13, 16-17, 19-21, 23-24, 26-34	29
Reporter	1-3, 6-8, 12-13, 16-17, 19-21, 23-24, 26-34	29
News Producer	1-3, 6-8, 12-14, 16-17, 19-21, 23-24, 26-34	14
Weather Reporter/MSJ	1-3, 6-8, 12-13, 16-17, 19-21, 23-34	25
Weather Reporter/MSJ	1-3, 6-8, 12-13, 16-17, 19-21, 23-34	25
News Producer	1-3, 6-8, 12-13, 16-17, 19-21, 23-24, 26-34	29
Digital Sales Manager	1-3, 6-8, 12-13, 16-21, 23-24, 26-34	18
Account Manager	1-3, 6-8, 12-13, 16-17, 19-21, 23-24, 26-34	29
Account Manager	1-3, 6-8, 12-13, 16-17, 19-21, 23-24, 26-34	29
Director of Digital Content	1-3, 6-9, 12-13, 16-17, 19-21, 23-24, 26, 28-34	17
Producer/Content Coordinator	1-3, 6-8, 12-13, 16-17, 19-21, 23-24, 26, 28-34	29
Account Executive - 6914	1-3, 6-8, 12-13, 15-21, 23-24, 26, 28-34	29

KGW**EEO PUBLIC FILE REPORT**

September 21, 2018 - September 20, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	(WSAB) Washington State Association of Broadcasters 724 Columbia St NW Suite 310 Olympia, Washington 98501 Phone : 360-705-0774 Url : http://www.wsab.org/ Email : wsabjobbank@comcast.net Char Myers	N	0
2	(WSU) Washington State University Murrow School of Communications PO Box 642520 Seattle, Washington 99164 Phone : 509-335-3068 Url : http://communication.wsu.edu/ Email : mmarcelo@wsu.edu Glenn Johnson	N	0
3	African American Chamber of Commerce 4300 NE Fremont St Suite #220 Portland, Oregon 97213 Phone : 503-244-5794 Url : http://www.blackchamber.info/default.cfm Email : athomas@royjay.com Roy Jay	N	0
4	Agency Referral	N	1
5	Application already on file	N	2
6	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
7	Collective Talent (Talent only) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

KGW

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Commission on Black Affairs 1819 SW 5th Ave Suite 313 Portland, Oregon 97201 Phone : 503-302-9725 Url : http://www.oregon.gov/ocba/pages/contact_us.aspx Email : oaco.mail@oregon.gov Lucy Baker	N	0
9	Current Employee	N	3
10	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : www.diversitysearch.com Email : sales@DiversitySearch.com Fax : (503) 221-7780 Director of Placement	N	0
11	Employee Referral	N	3
12	Glassdoor.com unknown Sausalito , California Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	0
13	Goodwill Industries 1943 SE Sixth Ave Portland, Oregon 97124 Phone : 503-238-6109 Url : http://meetgoodwill.org/ Email : plangdon@gicw.org Paul Langdon	N	0
14	Indeed.com	N	1
15	Internal Transfer/Promotion	N	1
16	Juju.com unknown New York , New York Url : http://www.juju.com/about/search engine Manual Posting	N	0

KGW

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17	KGW 1501 SW Jefferson St Portland, Oregon 97201 Phone : 503-226-5000 Url : http://www.kgw.com/ Caryn Lilley Manual Posting	N	2
18	Linked In	N	3
19	Medialine.com (News Only) Box 51909 Pacific Grove, California 93950 Phone : 706-364-7564 Url : http://www.medialine.com/ Email : medialine@medialine.com Mark Shilstone	N	0
20	Mt. Hood Community College Career Planning & Counseling 26000 SE Stark St Gresham, Oregon 97030 Phone : 503-491-7432 Url : https://www.mhcc.edu/careercenter/ Email : mhccareer@mhcc.edu Bhaktirose Dawdy	N	0
21	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 : http://www.nahjcareercenter.com/ Kevin Olivas Manual Posting	N	0
22	Non-Employee Referral	N	1
23	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Phone : 503-443-2299 Url : http://www.theoab.org Email : theoab@theoab.org Bill Johnstone	N	0

KGW

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

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24	Oregon Association of Minority Entrepreneurs 731 N Hayden Meadows Drive Portland, Oregon 97217 Phone : 503-249-7744 Url : http://oame.org/default.cfm Email : Jorge@oame.org Jorge Guerra	N	0
25	Other Source	N	2
26	Portland Community College Student Employment Services SSB 104 PO Box 19000 Portland, Oregon 97280 Phone : 971-722-5600 Url : http://www.pcc.edu/resources/careers/resource-cent Email : stujobs@pcc.edu Deanne Hardy	N	0
27	Portland State University PO Box 751 Portland, Oregon 97207 Phone : 503-725-4614 Url : http://www.pdx.edu/careers/posting-jobs-internship Email : aidee@pdx.edu Aidee Casillas	N	0
28	Society of Broadcast Engineers (ENG only) 7140 SW Macadam Ave Portland, Oregon 97219 Url : http://www.sbe.org/ K Jones Manual Posting	N	0
29	TEGNA.com 7950 Jones Branch Drive McClellan, Virginia Human Resources Broadcast Manual Posting	N	13
30	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/ Email : markch@tvjobs.com Mark Halloway	N	0

KGW

EEO PUBLIC FILE REPORT

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31	University of Oregon School of Journalism 1200 University of Oregon Eugene, Oregon 97403-1200 Phone : 541-346-3804 Url : http://journalism.uoregon.edu/career-services/ Email : mirandaa@uoregon.edu Miranda Atkinson	N	0
32	University of Portland 500 N Willamette Blvd Portland , Oregon 97203 Url : http://www.up.edu/ University of Portland Manual Posting	N	0
33	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
34	YWCA Job Bank PO Box 16130 Portland, Oregon 97292 Phone : 503-294-7490 Url : https://ywcapdx.org/ Email : susans@ywcapdx.org Susan Stoltenberg	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

KGW

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/21/2018	Establishment of a mentoring program	Middle school student watched a live broadcast from the WA State Fair and the anchors allowed her to participate on their "live" broadcast. They also answered questions about what it's like to work in the broadcast industry.	4	Reporter/Anchor Weather Anchor Reporter/Anchor Reporter/Anchor
2	2/25/2019	Establishment of training programs for station personnel	GM and DOS National Sales Meeting in New Orleans	2	General Manager Director of Sales
3	3/14/2019	Participation in events or programs sponsored by educational institutions	Volunteered to conduct mock interviews with Milwaukee High School students.	1	Reg Finance Director
4	3/18/2019	Participation in events or programs sponsored by educational institutions	Conducted mock interviews at Clackamas High School.	1	Reg Finance Director
5	3/18/2019	Participation in events or programs sponsored by educational institutions	Volunteered to run mock interviews at The International School of Beaverton.	1	Reg Finance Director
6	3/28/2019	Participation in other activities designed by the station employment unit	Hosted a student of Milwaukee High School to job shadow a News role.	1	Multiskilled journalist
7	4/30/2019	Participation in other activities designed by the station employment unit	Hosted 26 Parkrose students today for a Career Day! The students are a part of the CTE video news class. Most of these students have never been inside of a newsroom, though they produce a live newscast every day.	5	Journalist Technician Sales Manager
8	5/17/2019	Participation in events or programs sponsored by educational institutions	Volunteered to lead mock interviews with Southridge High School students.	1	Reg Finance Director
9	6/3/2019	Establishment of training programs for station personnel	Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	116	General Manager Dir Marketing Dir Digital Head of Tech

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	7/31/2019	Establishment of an intern program designed to assist members of the community	Hosted a summer intern in our Marketing department. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. During the reporting period, KGW hired and trained 1 intern for three-month assignments.	1	Dir Marketing
11	9/12/2019	Participation in Job Fairs	Hosted a recruiting and networking event at the Online News Association conference for digital media roles.	1	Dir Digital