

KGW
EEO PUBLIC FILE REPORT
September 21, 2020 - September 20, 2021

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
Producer	2-24	19
Producer	2-24	11
Digital Content Producer	2-24	11
Maintenance Engineer	2-10, 12-24	19
Account Executive	2-10, 12-24	19
Producer - 'The Story with Dan Haggerty'	1-10, 12-24	19
Digital Account Manager	2-10, 12-24	19
Morning Content Producer - 10586	2-8, 10, 12-13, 15-17, 19-21, 23	19

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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	(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	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
5	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
6	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

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7	Glassdoor.com unknown Sausalito , California Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	0
8	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
9	Juju.com unknown New York , New York Url : http://www.juju.com/about/search engine Manual Posting	N	0
10	KGW 1501 SW Jefferson St Portland, Oregon 97201 Phone : 503-226-5000 Url : http://www.kgw.com/ Caryn Lilley Manual Posting	N	0
11	Linked In	N	2
12	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
13	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	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
15	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
16	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
17	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
18	Society of Broadcast Engineers (ENG only) 7140 SW Macadam Ave Portland, Oregon 97219 Url : http://www.sbe.org/ K Jones Manual Posting	N	0
19	TEGNA.com 7950 Jones Branch Drive McClean , Virginia Human Resources Broadcast Manual Posting	N	23

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20	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/ Email : markch@tvjobs.com Mark Halloway	N	0
21	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
22	University of Portland 500 N Willamette Blvd Portland , Oregon 97203 Url : http://www.up.edu/ University of Portland Manual Posting	N	0
23	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
24	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:			25

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/21/2020	Establishment of training programs for station personnel	KGW offers tuition assistance designed to encourage further education in one's profession or in the broadcasting industry and self-development through undergraduate coursework. One employee participated in this program during the reporting period.	1	Sr. Editor
2	9/21/2020	Establishment of training programs for station personnel	<p>All TEGNA employees completed the Respect & Integrity Employee Training. As part of a culture of professionalism and integrity, each of us has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards.</p> <p>This responsibility includes completing annual training on these very important topics:</p> <ul style="list-style-type: none"> • “Sexual Harassment: A Matter of Respect” training that reviews our long-standing policies and values surrounding harassment and discrimination. • “Responsible Use of Social Media” training that covers using social media respectfully and protecting sensitive or private company information. <p>In addition, all employees must complete a brief annual Conflicts of Interest survey to disclose any issues that may conflict with TEGNA’s interests.</p> <p>Training took place from September 17-October 8, 2020.</p>	133	All Employees
3	10/1/2020	Establishment of training programs for station personnel	TVB Annual Conference: Alt Forward. It was a full day virtual conference discussing the latest going on in the industry. Some of the topics were the future of measurement, wide orbit, matrix, political forecast and automated TV demo/impressions.	4	Director of Sales Local Sales manager National Sales Manager Insight & Client Solutions
4	10/22/2020	Establishment of training programs for station personnel	TEGNA Webinar: Wining Digital Strategies. New training on emerging Digital products to reach targeted consumers.	11	Sales Department

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5	11/18/2020	Participation in events or programs sponsored by educational institutions	Spoke at the Portland Workforce Alliance event discussing careers in broadcasting with a group of High School students and educators from several schools across the Northwest who would not otherwise have access to the information.	9	General Manager Regional Finance Director Director of Sales News Director
6	1/21/2021	Establishment of training programs for station personnel	TEGNA Webinar: 2021 Strategies. TEGNA staff introduced the 2021 campaign with go to market strategies for the Station staff.	11	Sales Department
7	2/1/2021	Establishment of training programs for station personnel	Annual Byte Back Security Awareness Campaign to help employees understand TEGNA's IT standards and procedures, the employee's role in keeping our company safe from attacks, and how to incorporate security practices into our employee's daily work routine. The challenge will help employees increase their cybersecurity awareness on a variety of topics including social media accounts, email security, safe browsing and sensitive data protection. Every employee is required to take the Byte Back Challenge to test their knowledge on how employees can prevent cyberattacks. The challenge is an eight-question online simulation based on the topics featured throughout the campaign.	133	All Employees
8	2/23/2021	Participation in events or programs sponsored by educational institutions	Spoke to a Elementary School kids about a career in weather and answered questions about the industry.	1	Weather Reporter/MSJ
9	3/10/2021	Establishment of training programs for station personnel	TEGNA Webinar: PREMION 2021 Sales Summit. TEGNA staff discussed the latest key factors when choosing an OTT partner for your business.	11	Sales Department
10	3/26/2021	Participation in events or programs sponsored by educational institutions	Participated in mock interviews with the North Clackamas High School Career Exploration class where they were able to ask questions and get information about the broadcasting industry.	1	Regional Finance Director

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11	4/23/2021	Establishment of training programs for station personnel	The Prior Learning Company held a training seminar called 'Achieving Results Without Authority' for furthering and advancing a career in sales.	1	Account Manager
12	5/5/2021	Participation in events or programs sponsored by educational institutions	Presented at the Arbor School of Art & Science school about how we do weather on broadcasting and digital platforms.	1	Chief Meteorologist
13	5/26/2021	Participation in events or programs sponsored by educational institutions	Participated in mock interviews with the South Ridge High School Career Program class where they were able to ask questions and get information about the broadcasting industry.	1	Regional Finance Director
14	7/13/2021	Participation in events or programs sponsored by educational institutions	Spoke at The Portland Workforce Alliance, an independent nonprofit that helps young Oregonians find educational paths to good careers, family-wage jobs and to find the path one might take to start working in media.	1	Marketing Manager
15	7/19/2021	Establishment of an intern program designed to assist members of the community	KGW offers an Internship Program to help college students acquire skills necessary to obtain employment in the broadcasting industry. The program is available to qualified students who are interested and meet requirements. They are selected on their education and interview. Notice of the availability of the internship is distributed via our website and through college and university guidance offices and/or their websites. The students earn academic credit for their participation.	1	News
16	9/15/2021	Establishment of training programs for station personnel	TEGNA's Diversity and Inclusion HR Business Partner held a training for the entire station leadership team on inclusive hiring practices. Topics covered included learning about diversity, equity, and inclusion; the benefits of diverse teams, leveraging colleges, universities, and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias; and best practices.	7	Station Management