

KGW
EEO PUBLIC FILE REPORT
September 21, 2021 - September 20, 2022

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
Account Executive-11219	2-8, 10-11, 13-17, 19-24, 26-27	21
Account Executive-11219	2-8, 10-11, 13-17, 19-24, 26-27	21
Account Executive-11219	2-8, 10-11, 13-17, 19-24, 26-27	21
Lifestyle Show Host/Producer - 10634	2-11, 13-17, 19-24, 26-27	21
Reporter/MSJ - 11025	2-8, 11, 13-17, 19-24, 26-27	21
Reporter/MSJ - 11025	2-8, 11, 13-17, 19-24, 26-27	21
Reporter/MSJ - 11025	2-8, 11, 13-17, 19-24, 26-27	21
Digital Producer - 10998	2-8, 11, 13-17, 19-24, 26-27	21
Digital Producer - 10998	2-8, 11, 13-17, 19-24, 26-27	21
Anchor - 11059	2-8, 11, 13-24, 26-27	21
Investigative Reporter - 11058	2-8, 11, 13-17, 19-24, 26-27	21
Editor- 11245	2-8, 11, 13-14, 16-17, 19, 21-23, 26-27	21
Investigative Photojournalist-11393	2-8, 11-14, 16-17, 19, 21-23, 26-27	21
Multiplatform Marketing Producer-11474	2-8, 11, 13-14, 16-17, 19, 21-23, 26-27	21
Account Manger -11538	2-8, 11, 13-14, 16-17, 19, 21-23, 26-27	21
Broadcast Maintenance Tech-11556	2-6, 8-9, 11-14, 16-17, 19, 21-23, 26-27	12
Broadcast Maintenance Tech-11556	2-6, 8-9, 11-14, 16-17, 19, 21-23, 26-27	21
Programming and Marketing Specialist-11870	2-6, 8, 11, 13-14, 16-17, 19, 21-23, 26-27	21
Director - 011940	4, 11, 21	21
IT Help Desk Specialist - 012101	2-6, 8, 11, 13-14, 16-17, 19, 21-23, 26-27	21
Photojournalist - 012224	2-6, 8, 11-12, 16-17, 19, 21-23, 26-27	21
Producer- 012305	2-6, 8, 11, 16-17, 19, 21-23, 26-27	21
Morning Executive Producer - 012350	2-6, 8, 11, 13, 16-17, 19, 21-23, 26-27	21
Morning Executive Producer - 012350	2-6, 8, 11, 13, 16-17, 19, 21-23, 26-27	21
Maintenance Engineer - 012453	2-6, 8-9, 11-12, 14, 16-17, 19, 21-23, 26-27	12
Programming and Marketing Specialist - 012469	2-6, 8, 11-14, 16-17, 19, 21-23, 26-27	21
Account Manager-12591	2-6, 8, 11, 14, 16-17, 19, 21-23, 26-27	21
Digital Sales Manager-12657	2-6, 8, 11-12, 14, 16-17, 19, 21-23, 26-27	21

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Digital Producer-12714	2-6, 8-9, 11-12, 14, 16-17, 19, 21-23, 26-27	12
Digital Account Manager-13098	1-6, 8, 11, 14, 16-17, 19, 21-23, 26-27	21
Digital Content Producer-13157	1-6, 8-9, 11-12, 14, 16-17, 19, 21-23, 26-27	12
Producer-13202	1-6, 8, 11, 14, 16-17, 19, 21-23, 25-27	21

KGW

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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 : kshipman@wsab.org 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	4
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

KGW

EEO PUBLIC FILE REPORT

September 21, 2021 - September 20, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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	Indeed.com	N	7
10	Juju.com unknown New York , New York Url : http://www.juju.com/about/search engine Manual Posting	N	0
11	KGW 1501 SW Jefferson St Portland, Oregon 97201 Phone : 503-226-5000 Url : http://www.kgw.com/ Caryn Lilley Manual Posting	N	0
12	Linked In	N	8

KGW

EEO PUBLIC FILE REPORT

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13	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
14	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
15	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
16	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
17	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
18	Other Source	N	1

KGW

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19	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
20	Society of Broadcast Engineers (ENG only) 7140 SW Macadam Ave Portland, Oregon 97219 Url : http://www.sbe.org/ K Jones Manual Posting	N	0
21	TEGNA.com 7950 Jones Branch Drive McClean , Virginia Human Resources Broadcast Manual Posting	N	82
22	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/ Email : markch@tvjobs.com Mark Halloway	N	0
23	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
24	University of Portland 500 N Willamette Blvd Portland , Oregon 97203 Url : http://www.up.edu/ University of Portland Manual Posting	N	0
25	Walk In/Self-Referral	N	1

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26	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
27	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:			103

KGW

EEO PUBLIC FILE REPORT

September 21, 2021 - September 20, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/3/2021	Establishment of training programs for station personnel	TEGNA launched a company-wide cybersecurity training program; Secure TEGNA, to increase employee understanding of cybersecurity threats and what they can do to protect their own digital life as well as that of the company. All TEGNA employees were required to complete Secure TEGNA Cybersecurity Awareness training by Wednesday, November 3.	128	All Station Employees
2	12/1/2021	Participation in events or programs sponsored by educational institutions	Participated in resume reviews and mock interviews for college and career readiness at the Arts and Communication Magnet Academy. Careers in journalism were discussed with students.	1	Regional Finance Director
3	12/2/2021	Participation in events or programs sponsored by educational institutions	Participated in resume reviews and mock interviews with at risk youth at David Douglas Highschool. Careers in journalism and the broadcast industry were discussed.	1	Regional Finance Director
4	2/16/2022	Participation in events sponsored by organizations representing the community	KGW had five employees participate in a community clean up program with SOLVE. SOLVE restores and preserves Oregon's environment by mobilizing the power of volunteers and partners with the generosity of donors. Across the state, we bring diverse communities together to improve the health and safety of our neighborhoods and natural areas including our coast, rivers, parks, and forests. The KGW team represented the Station in this effort.	5	Marketing Director Office Administrator Executive Producer Anchor
5	2/25/2022	Establishment of training programs for station personnel	This was the first in the 2022 TEGNA-wide quarterly Cybersecurity series training modules. Q1 focused on phishing and email safety. This training includes real-life examples of how phishing works, how it's different from spam, and what employees can do to defend against all forms of attacks.	128	All employees
6	3/25/2022	Sponsorship of events in the community designed to increase public awareness	Participated in Read Across America with the Willamette Connections Academy; a virtual school. Messaging included the importance of education, reading and opportunities for careers in journalism.	1	Journalist

KGW

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7	4/7/2022	Participation in events or programs sponsored by educational institutions	Participated in resume reviews and mock interviews with students through the Career Center at David Douglas Highschool. Journalism and broadcast careers were discussed	1	Regional Finance Director
8	5/11/2022	Participation in events or programs sponsored by educational institutions	Participated in Mock interviews with underserved youth at Canby Highschool Interviews. Options for careers in journalism were discussed with students.	1	Regional Finance Director
9	5/11/2022	Participation in events or programs sponsored by educational institutions	News Director met with first-year students at Washington State University, Vancouver WA to discuss career opportunities in journalism and broadcasting.	1	News Director
10	5/19/2022	Participation in events or programs sponsored by educational institutions	Participated in mock interviews and resume reviews at Reynolds Highschool. Careers in journalism and broadcasting were discussed.	1	Regional Finance Director
11	5/26/2022	Hosting of Job Fair	KGW hosted a career day through the non-profit Portland Workforce Alliance. Opportunities in journalism and broadcasting were discussed with high school students.	10	All departments
12	6/23/2022	Establishment of training programs for station personnel	Investigative Reporters and Editors Conference; journalism conference to discuss best practices for investigative reporting.	2	Assistant News Director Investigative Journalist
13	6/24/2022	Establishment of training programs for station personnel	The Q2 2022 TEGNA-wide Cybersecurity series training module focused on the security of our data. The training provided information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes.	128	All Station Employees

KGW

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14	7/12/2022	Establishment of training programs for station personnel	TEGNA's Diversity and Inclusion HR Business Partner held a training for hiring managers on inclusive recruiting and hiring. 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.	12	Department
15	7/19/2022	Establishment of training programs for station personnel	KGW brought in a counselor from our mental health provider, Spring Health, to meet for two x 2-hour group session from 10:00 am - noon and 2:00 - 4:00 pm. The Team discussed the impact their work has on their mental health and were provided information on coping skills, stress management, and self-care. The consultant promoted the continuity of their care through additional Spring Health services.	15	Open to all station employees
16	7/30/2022	Participation in events sponsored by organizations representing the community	Attended and represented KGW at Asian American Journalists Association (AAJA) annual convention that serves the member's professional development needs, uplifts community, facilitates important dialogues around equity and inclusion, innovation, and the evolution of newsrooms.	1	Content Discovery Editor