KTVZ-TV and KFXO-CD Bend, Oregon

	Vacancies Filled During Past	Year (10/1/20	0 through 9/30/21)		
Job Title:	On Air Technician	FT	Date Opened:	7/15/2021 Date Filled:	9/24/2021
Job Title:	Account Executive Fox	FT	Date Opened:	7/1/2020 Date Filled:	8/22/2021
Job Title:	Commercial Producer	FT	Date Opened:	5/29/2021 Date Filled:	6/22/2021
Job Title:	MMJ / Producer	FT	Date Opened:	3/8/2021 Date Filled:	6/1/2021
Job Title:	News Producer Mornings	FΥ	Date Opened:	3/8/2021 Date Filled:	5/5/2021
Job Title:	MMJ / Producer	FT	Date Opened:	1/18/2021 Date Filled:	2/22/2021
Job Title:	Sales Assistant	FT	Date Opened:	1/12/2021 Date Filled:	2/11/2021
Job Title:	MMJ / Producer	FT	Date Opened:	6/23/2020 Date Filled:	1/4/2021
Job Title:	MMJ / Producer	FT	Date Opened:	6/23/2020 Date Filled:	12/7/2020
Job Title:	Account Executive NBC	FT	Date Opened:	9/29/2020 Date Filled:	11/16/2020
B. Recruitme	nt/Referral Sources Used to	Seek Candid	ates for Vacancies		
<u> </u>					Referred
Source	Contact Person	ddress	Tel#		person hired?
Codroc	Contact Closis	1441000	101.		•
		Attached			10
C Total Num	har at Dareane Intangowald t	or All Eull-Ti	me Vacancies Filler	I during the Past_Year (t)	nis will be a
raw number):				I during the Past Year (t	30
raw number): D. Total Num	ber of Interviewees for All F	ull-Time Vaca	ncies Filled during		30
raw number):		ull-Time Vaca			30
raw number): D. Total Num Sources:	ber of Interviewees for All F	ull-Time Vaca	ncies Filled during		30 tment/Referal
raw number): D. Total Num	ber of Interviewees for All F	ull-Time Vaca	ncies Filled during		30 tment/Referal
D. Total Num Sources: Referral Source	ber of Interviewees for All F	ull-Time Vaca Add	encies Filled during		30 tment/Referal Number of Interviewees
D. Total Num Sources: Referral Source NPGCO.com	ber of Interviewees for All F	ull-Time Vaca Add	encies Filled during		30 tment/Referal Number of Interviewees
D. Total Num Sources: Referral Source NPGCO.com KTVZ.com	ber of Interviewees for All F	ull-Time Vaca Add	encies Filled during		tment/Referal Number of Interviewees Referred
D. Total Num Sources: Referral Source NPGCO.com KTVZ.com TVJobs.com	ber of Interviewees for All F	ull-Time Vaca Add	encies Filled during		tment/Referal Number of Interviewees Referred
D. Total Num Sources: Referral Source NPGCO.com KTVZ.com TVJobs.com Medialine	ber of Interviewees for All Fi	ull-Time Vaca Add	encies Filled during		tment/Referal Number of Interviewees Referred
D. Total Num Sources: Referral Source NPGCO.com KTVZ.com TVJobs.com Medialine Oregon Emplo	ber of Interviewees for All Fi	ull-Time Vaca Add	encies Filled during		tment/Referal Number of Interviewees Referred
D. Total Num Sources: Referral Source NPGCO.com KTVZ.com TVJobs.com Medialine Oregon Emplo Indeed.com	ber of Interviewees for All Fi	ull-Time Vaca Add	encies Filled during		30 tment/Referal Number of Interviewees Referred 3
D. Total Num Sources: Referral Source NPGCO.com KTVZ.com TVJobs.com Medialine Oregon Emplo Indeed.com Facebook	ber of Interviewees for All Fi	ull-Time Vaca Add	encies Filled during		30 tment/Referal Number of Interviewees Referred 3
D. Total Num Sources: Referral Source NPGCO.com KTVZ.com TVJobs.com Medialine Oregon Emplo Indeed.com	ber of Interviewees for All Fi	ull-Time Vaca Add	encies Filled during		tment/Referal Number of Interviewees Referred 3 1

E. Outreach Activities See Attached	and the second s	
Total	30	
Unknown	U	
TV ads aired on KTVZ	0	
Oregon Association of Braodcasters	4	
Referrals	13	
In-house	1	
Handshake		
Mizzou University		
Arizona State University		

	KTVZ-TV Bend, Oregon		
A. Full-Time Vacancy Filled			
Job Title:			
B. Recruitment/Referral Sources			
Source	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	Indeed.com		
Craigslist.com	Craigslist.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		
ABC 17 News	abc17news.com		
Oregon Association of Broadcasters	theoab.org/careers/post-job/		
Referrals	Word of mouth		
TV News Check	paul@newscheckmedia.com		
TV Technology Magazine	www.tvtechnology.com		
Journalism Jobs.com	Journalism Jobs.com		
TV Commercial on our station	On air commercial		
Spots & Dots	ads@spotsndots.com		
Handshake	handshake@notifications.joinhandshake.com		
C. Attachments			
	nformation was widely disseminated (dates of on-a	ir	
announcements, dated copies of	all advertisements, community and internet posting	gs, etc.)	
* Documentation that job vacancy i	nformation was provided to requesting organization	าร	

EEO Outreach Ac	tivities 2020 2021	
Data	FFO Outrooch Cotogon	Description
Date	EEO Outreach Category	Description
October - February		Resources were not available for outreach activities due to
		COVID 19 shut down
March 1 - 2	Virtual campus recruiting	Michael Fabac, Director of News & Marketing for News
		Press & Gazette, attended a virtual career fair at Arizona
		State University recruiting candidates for broadcast
		careers and opportunities at NPG stations
March 8 - 9	Virtual campus recruiting	Michael Fabac, Director of News & Marketing for News
	,	Press & Gazette, attended a virtual career fair at
		Syracuse University recruiting candidates for broadcast
		careers and opportunities at NPG stations
March 11 - 12	Virtual campus recruiting	Michael Fabac, Director of News & Marketing for News
	'	Press & Gazette, attended a virtual career fair at University
		of Missouri recruiting candidates for broadcast careers and
		opportunities at NPG stations
April - September		Resources were not available for outreach activities due to
April - September		COVID 19 shut down
		COVID 19 SHULLOWIT

A. Full-Time Vacancy Filled Job Title:	TD On Air Tecl	hnician AM	ŭ		Date Filled:	9/24/2021
B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com KTVZ.com TVJobs.com MediaLine				2	1	
Worksource - OR Employment Office Indeed.com Facebook LinkedIn.com In house Central Oregon Community College Arizona State University Oregon Association of Broadcasters TV Commercial on our station Referral				4	2	1
Unknown			Total	6	3	1
C. Attachments * Documentation that job vacancy announcements, dated copies of the co	of all advertisemy information wa	ents, commun	ity and inte	ernet posting	js, etc.)	

E. Outreach Activities

Δ	Full-1	Γima	Vacan	cv	Fille	ч
м.	run-	ııını	vaca:	IJΥ	ГШЕ	u

Job Title: AE KFXO Date Filled: 2/11/2021

B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com KTVZ.com TVJobs.com MediaLine Worksource - OR Employment Office Indeed.com				36	4	
Facebook LinkedIn.com In house Central Oregon Community College Arizona State University				1	1	1
Oregon Association of Broadcasters TV Commercial on our station Referral Unknown				2	1 1	
			Total	40	7	1

C. Attachments

* Documentation that job vacancy information was widely disseminated (dates of on-air	
appouncements, dated copies of all advertisements, community and internet postings, etc.)	

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

E. Outreach Activities

announcements, dated copies of all advertisements, community and internet postings,

* Documentation that job vacancy information was provided to requesting organizations

Job Title:	Commercial Pr	oducer			Date Filled:	6/22/2021
B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com KTVZ.com TVJobs.com MediaLine				1		
Worksource - OR Employment Office Indeed.com Facebook	ee			2	1	1
LinkedIn.com Film & TV Jobs.com Central Oregon Community College Arizona State University Oregon Association of Broadcasters				1		
TV Commercial on our station Referral Unknown				1	1	1
			Total	5	2	2
C. Attachments * Documentation that job vacance announcements, dated copies * Documentation that job vacance	of all advertisem by information wa	ients, communi	ty and inter	net posting	s, etc.)	
(dated letters, e-mails, faxes et	c.)					

E. Outreach Activities

A. Full-Time Vacancy Filled

1 1 TO	Multimedia Journalist	Date Filled:	6/1/2021
Job Title:	Militimenia infilmatist	Date Filled	DITZUZI
JOD TRIG.	Mattilledia obalilalist	Date i mog.	·

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hire	ed
NPGCO.com				2			
KTVZ.com				3			
TVJobs.com				1			
MediaLine							
Worksource - OR Employment Office							
Indeed.com				5			
Google search							
LinkedIn.com							
In house							
University of Missouri				1			
Arizona State University							
Oregon Association of Broadcasters							
Handshake				1	â		
Referral				3	1		1
Unknown				1			
ABC 17 News							
JournalismJobs.com							
			Total	17	1		1

C. Attachments

711100111111111111111111111111111111111	
* Documentation that job vacancy information was widely disseminated (dates of on-air	
announcements, dated copies of all advertisements, community and internet postings, etc.)	

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

E. Outreach Activities

^{*} Documentation that job vacancy information was provided to requesting organizations

A . 1	Ful	- ⁻	Гime	٧	acancy	Fill	led
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Job Title: News Producer Date Filled: 5/5/2021

Source Sources	Contact	Address	Tel#	Referred	Interviewed	Referral Hi	ired
NPGCO.com							
KTVZ.com							
TVJobs.com							
Zip Recruiter				1			
Worksource - OR Employment Office				4			
Indeed.com				4			
Facebook LinkedIn.com				1	1		
In house				'			
Handshake				3			
Arizona State University				J			
Oregon Association of Broadcasters							
High School				1			
Referral				1	1		1
Unknown					·		•
Chillown							
			Total	11	2	2	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

Δ	Fri	II-Tir	ne V	acano	v Filled
л.	ıu	3 6 T 1 E4	116 4	availe	Y I IIICA

Job Title: Multimedia Journalist Date Filled: 2/22/2021

B. Recruitment/Referral Sources

Source Sources	Contact	Address	Tel#	Referred	Interviewed	Referral Hire	ed
NPGCO.com KTVZ.com TVJobs.com MediaLine Worksource - OR Employment Office Indeed.com Google search LinkedIn.com In house	oontaut	Audicas	Telly	1 1 4 2	interviewed	Notice and the	, (
Central Oregon Community College Arizona State University Oregon Association of Broadcasters TV Commercial on our station Referral Unknown ABC 17 News JournalismJobs.com				1 1	1		1
			Total	10	1		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.)	

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

E. Outreach Activities

^{*} Documentation that job vacancy information was provided to requesting organizations

Α.	Full-Tim	ie Vacanc	v Filled
<i>_</i>	1 4411-1411	ic vacano	Y

Job Title: Sales Assistant Date Filled: 2/11/2021

B.	Recruitm	ent/Referral	Sources
₩.	11COLUIUII	CHUNCHUM	Cources

Source Sources	Contact	Address	Tei#	Referred	Interviewed	Referral Hire	ed
NPGCO.com KTVZ.com TVJobs.com MediaLine				1			
Worksource - OR Employment Office Indeed.com Facebook LinkedIn.com In house				13 1	1		
Central Oregon Community College Arizona State University Oregon Association of Broadcasters TV Commercial on our station Referral Unknown				1 1 1	1		1
			Total	18	2		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.)	

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

E. Outreach Activities

^{*} Documentation that job vacancy information was provided to requesting organizations

A. Full-Time Vacancy Filled

Job Title: Multimedia Journalist Date Filled: 12/7/2020 1/4/2021

B. Recruitment/Referral Sources						
Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				2		
KTVZ.com				16	2	
TVJobs.com				1	1	
MediaLine				•	·	
Worksource - OR Employment Office						
Indeed.com				2		
Google search				_		
LinkedIn.com				2		
In house						
University of Oregon				1		
California State University				1	1	
Oregon Association of Broadcasters						
TV Commercial on our station						
Referral				16	7	2
Unknown				4		
ABC 17 News						
JournalismJobs.com						
			Total	45	11	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 Job Title:	AE NBC				Date Filled:	11/16/2020
B. Recruitment/Referral Sources Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com KTVZ.com TVJobs.com MediaLine				1		
Worksource - OR Employment Office Indeed.com Facebook LinkedIn.com In house	Э			38	1	1
Central Oregon Community College Arizona State University Oregon Association of Broadcasters TV Commercial on our station				1		
Referral Unknown				4		
			Total	44	1	
C. Attachments * Documentation that job vacance	v information wa	s widely dissen	ninated (da	ates of on-ai	r	

* Documentation that job vacancy information was widely disseminated (dates of on-air	
announcements, dated copies of all advertisements, community and internet postings, etc.)	

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

E. Outreach Activities

^{*} Documentation that job vacancy information was provided to requesting organizations