

KTVZ-TV, KFXO-CD and KORE-LD Bend, Oregon

A. Full-Time Vacancies Filled During Past Year (10/1/23 through 9/30/24)

Job Title:	FT	Date Opened:	Date Filled:	11/6/2023
1 Job Title: Multimedia Journalist	FT	8/18/2023	Date Filled:	11/6/2023
2 Job Title: Graphic Designer	FT	10/9/2023	Date Filled:	11/13/2023
3 Job Title: Account Executive KFXO	FT	10/13/2023	Date Filled:	12/12/2023
4 Job Title: Producer	FT	1/17/2024	Date Filled:	2/26/2024
5 Job Title: Anchor / Weather	FT	1/17/2024	Date Filled:	3/5/2024
6 Job Title: Account Executive KTVZ	FT	10/13/2023	Date Filled:	4/29/2024
7 Job Title: Producer	FT	5/7/2024	Date Filled:	5/20/2024
8 Job Title: Anchor / Weather	FT	1/17/2024	Date Filled:	6/10/2024
9 Job Title: Anchor / Sunrise	FT	12/13/2023	Date Filled:	6/17/2024
10 Job Title: Account Executive KTVZ	FT	5/31/2024	Date Filled:	7/22/2024
11 Job Title: Producer	FT	7/27/2024	Date Filled:	8/19/2024

B. Recruitment/Referral Sources Used to Seek Candidates for Vacancies

Source	Contact Person	Address	Tel #	Referred person hired?

Attached

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled during the Past Year (this will be a raw number):

52

D. Total Number of Interviews for All Full-Time Vacancies Filled during the Past Year per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviews Referred
Indeed.com				36
KTVZ.com				3
Referrals				3
Unknown				2
In House				0
LinkedIn				1
Handshake				1
Google search				1
NPGCO.com				1
Arizona State University				1
On-Air advertisement				1
Job Board				1
Walk In				1
Total				52

E. Outreach Activities

See Attached

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		
Facebook	https://www.facebook.com/KTVZ21/		
LinkedIn.com	LinkedIn.com		
SalesJobs.com	SalesJobs.com		
Central Oregon Community College	coccstudentsjobs.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		
University of Missouri	job fair		
Oregon Association of Broadcasters	theoab.org/careers/post-job/		
Referrals	Word of mouth		
JournalismJobs.com	JournalismJobs.com		
TV Commercial on our station	On air commercial		
Handshake	handshake@notifications.joinhandshake.com		

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

No notification of job vacancies were requested by any of the above recruiting sources during this time period

EEO Outreach Activities 2023 2024		
Date	EEO Outreach Category	Description
October 18, 2023	Arizona State University Phoenix, AZ	Job fair attended by NPG Director of News & Marketing, Michael Fabac and Corporate Recruiting, Rebecca Johnson
October 30, 2023	COAR Awards	Meteorologist John Carroll emceed this event
November 6-7, 2023	University of Missouri Columbia, MO	Job fair attended by NPG Director of Personnel, Laura Clark and NPG Director of News & Marketing, Michael Fabac.
December 12, 2023	Mt. View High School	News Director, Cathy Marshall, did a studio tour for their English Language Development class, which is starting a journalism/news broadcasting unit.
December 12-29, 2023	Training Program - Sales	In the sales department we trained new AE John Athens to help guide him and take him on sales calls and help him with his first orders once he makes a sale. This is in addition to the on-line training modules he must complete, and direct training from the Local Sales Manager.
February 19-20, 2024	University of Missouri Columbia, MO	Job fair attended by Chad Hypes, Gary Smith and Curtis Varns
February 22-23, 2024	Penn State University State College, PA	Job Expo attended by Chad Hypes, Meghan Drakas and Michael Fabac
April 22, 2024	Arizona State University Phoenix, AZ	Virtual job fair recruiting by Director of News & Marketing Michael Fabac
April 29-May17, 2024	Training Program - Sales	In the sales department we trained new AE Wendy Cooley to help guide her and take her on sales calls and help her with her first orders once she made a sale. This is in addition to the on-line training modules they must complete, and direct training from the Local Sales Manager.
June 10-28, 2024	Training Program - Weather	Meteorologist John Carroll did formal training with new hire Meteorologist Shannon Brady regarding Weather Anchor presentation and graphics.
July 22-August 9, 2024	Training Program - Sales	In the sales department we trained new AE Brooke to help guide her and take her on sales calls and help her with her first orders once she made a sale. This is in addition to the on-line training modules she must complete, and direct training from the Local Sales Manager.
September 16-17, 2024	Arizona State University Phoenix, AZ	Job fair attended by NPG representatives Michael Fabac, Kade Atwood, Sean Flanagan and Beatriz Martinez

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: MMJ 23-1129 Date Filled: 11/6/23

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				1		
TVJobs.com				1		
Indeed.com				14	4	1
Google search				1		
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral				1		
Unknown						
Oregon State University						
JournalismJobs.com						
Handshake						
Facebook						
Zip Recruiter				1		
On Air Ad						
Total				19	4	1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Graphic Designer Date Filled: **11/13/23**

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
Indeed.com				37	2	
Google search						
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral				3	1	1
Unknown				2		
Oregon State University						
JournalismJobs.com						
Handshake						
Facebook						
JobExpo.com						
On Air Ad						
Total				42	3	1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Producer 24-1006 Date Filled: 2/26/2024

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				1		
TVJobs.com						
Indeed.com				22	4	
Google search						
LinkedIn.com						
Handshake				1	1	1
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown						
Creativejobscentral.com						
JournalismJobs.com						
Total				24	5	1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Anchor / Weather Date Filled: **6/10/2024**
3/5/2024

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				2	1	
TVJobs.com						
Indeed.com				32	4	1
Google search				1	1	1
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown				1		
Penn State				1		
JournalismJobs.com						
Total				37	6	2

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Account Executive Date Filled: 7/22/2024

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
Worksource - OR Employment Office						
Indeed.com				47	8	
LinkedIn.com				3		
Facebook						
Oregon Association of Broadcasters						
Referral						
Unknown				2	2	
Mediacasting.com						
Social Media				1		
On-Air Advertisement				2	1	
Job Board				5	1	
Walk-in				1	1	1
Total				61	13	1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Producer Date Filled: **5/20/2024**

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com				1	1	1
TVJobs.com						
Indeed.com				8		
Google search						
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown						
Creativejobscentral.com						
JournalismJobs.com						
Total				9	1	1

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* Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes etc.)

E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Anchor Sunrise 23-1200 Date Filled: 6/17/2024

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com				2	1	
KTVZ.com				2	1	
TVJobs.com				2		
Indeed.com				51	3	1
Google search						
LinkedIn.com						
In house						
Handshake				2		
Oregon Association of Broadcasters						
Referral				2	1	
Unknown				1		
Arizona State University				1	1	
KESQ				1		
JournalismJobs.com						
Total				64	7	1

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E. Outreach Activities

See Attached

KTVZ-TV Bend, Oregon

A. Full-Time Vacancy Filled

Job Title: Producer Date Filled: **8/19/2024**

B. Recruitment/Referral Sources

Source	Contact	Address	Tel#	Referred	Interviewed	Referral Hired
NPGCO.com						
KTVZ.com						
TVJobs.com						
Indeed.com				3	1	1
Google search						
LinkedIn.com						
In house						
Central Oregon Community College						
Oregon Association of Broadcasters						
Referral						
Unknown						
Creativejobscentral.com						
JournalismJobs.com						
Total				3	1	1

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E. Outreach Activities

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