

KGW-TV
EEO PUBLIC FILE REPORT
September 21, 2022 - September 20, 2023

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
Environmental Reporter - 012274	2-6, 8, 11, 13, 15-18, 20-22, 24-25	20
Producer-13202	1-6, 8, 11, 13, 15-18, 20-22, 24-25	20
Local Sales Manager - 13888	1-5, 8-9, 11, 13, 15-17, 20-22, 24-25	20
Account Manager - 13911	1-5, 8, 11-13, 15-17, 20-22, 24-25	20
Multi-Skilled Journalist - 13954	1-5, 7-8, 11, 13, 15-18, 20-22, 24-25	20
Multi-Skilled Journalist - 13954	1-5, 7-8, 11, 13, 15-18, 20-22, 24-25	18
Account Executive (3) -13973	1-5, 7-8, 10-11, 13-25	20
Account Executive (3) -13973	1-5, 7-8, 10-11, 13-25	4
Producer (Morning Show) - 14075	1-5, 7-8, 10-17, 19-25	20
Multiskilled Journalist - 14253	1-5, 8-9, 11, 13, 15-18, 20-22, 24-25	20
Investigative Photojournalist - 14308	1-5, 8, 13, 15-18, 20-22, 24-25	18
Broadcast Maintenance Engineer - 14309	1-5, 8, 12-13, 15-17, 20-22, 24-25	20

KGW-TV**EEO PUBLIC FILE REPORT****September 21, 2022 - September 20, 2023****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	2
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-TV

EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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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	2
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	4

KGW-TV**EEO PUBLIC FILE REPORT**

September 21, 2022 - September 20, 2023

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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
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	Self Referral	N	8

KGW-TV

EEO PUBLIC FILE REPORT

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19	Society of Broadcast Engineers (ENG only) 7140 SW Macadam Ave Portland, Oregon 97219 Url : http://www.sbe.org/ K Jones Manual Posting	N	0
20	TEGNA.com 7950 Jones Branch Drive McClean , Virginia Human Resources Broadcast Manual Posting	N	42
21	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/ Email : markch@tvjobs.com Mark Halloway	N	0
22	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
23	University of Portland 500 N Willamette Blvd Portland , Oregon 97203 Url : http://www.up.edu/ University of Portland Manual Posting	N	0
24	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

KGW-TV**EEO PUBLIC FILE REPORT**

September 21, 2022 - September 20, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	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:			58

KGW-TV

EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/21/2022	Participation in events sponsored by organizations representing the community	A KGW Reporter hosted Medical Teams International's 7th Annual Healthy Women Healthy World luncheon and fundraiser. The organization's goal is to champion health and wholeness for women and children around the world. During the event opportunities for women and diverse candidates within the broadcast industry were discussed.	1	Journalist
2	9/23/2022	Establishment of training programs for station personnel	Third quarter required cybersecurity training for all station personnel. Focused on the importance of knowledge of cybersecurity risks and how to avoid them. The course uses real life examples of criminal practices used to convince employees to surrender confidential data to gain access to data and networks.	127	All station employees
3	10/19/2022	Hosting of Job Fair	KGW hosted a career day through the non-profit Portland Workforce Alliance Opportunities in Broadcast and Journalism. Discussed pathways into media careers with high school students.	10	Regional Finance Director President General Manager News relations Engineering dept
4	12/16/2022	Establishment of training programs for station personnel	Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrated the subtle differences between legitimate online communications and scams. This training helped employees recognize risks and increase understanding of the ever-changing threat landscape.	127	All Station Employees
5	1/19/2023	Provision of training to management	Manager development program. Insight inventory assessment building awareness of a leader's own communication style preferences and insight into how to work with others.	1	Digital Sales Manager
6	1/21/2023	Participation in events sponsored by organizations representing the community	A KGW anchor served as the emcee of the Oregon Fallen Badge Foundation - Annual Auction and Gala. Throughout the night answered questions and discussed opportunities within the broadcast industry.	1	Anchor

KGW-TV

EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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7	1/27/2023	Establishment of training programs for station personnel	Code of Ethics: Our Shared Purpose, an online course that focused on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition. It outlined the risks that remote work and online communications with competitors can present and offered guidance on how to navigate complex situations.	127	All Station
8	3/14/2023	Establishment of training programs for station personnel	KGW's Head of Technology attended a four-day TEGNA leadership skills training to support ongoing growth and development, and team and organizational performance.	1	Head of Technology
9	3/24/2023	Establishment of training programs for station personnel	Secure TEGNA quarterly training module for 2023, Find the Phish. Like many of our past trainings, this interactive exercise offered an opportunity to sharpen cyber skills and reminded employees of the common methods criminals use to access confidential information.	127	All Station
10	4/18/2023	Participation in events sponsored by organizations representing the community	William Temple House is a non profit that provides free and low cost mental health counseling, as well as a food pantry. This luncheon highlighted those programs and also acted as a fundraiser. A KGW show host emceed the event and KGW hosted a table. Discussed opportunities within the broadcast industry.	8	Host/Producer Staff table
11	4/19/2023	Hosting of Job Fair	KGW partners with Vancouver, Camas and Ridgefield school districts vocational careers team as a part of the career Awareness/Worksite Tour program. KGW hosted a job fair which included tours through the building and meetings with individual departments. There were several opportunities to discuss pathways into the broadcast industry.	10	Content Manager News Dept.

KGW-TV

EEO PUBLIC FILE REPORT

September 21, 2022 - September 20, 2023

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12	5/3/2023	Participation in other activities designed by the station employment unit	KGW's Diversity and Inclusion Committee hosted a listening session with a guest speaker from the Jewish Federation of Greater Portland. The Federation consists of a cross-section of people representing Jewish organizations and synagogues from Southwest Washington to Salem. A KGW Anchor moderated the session. Discussed opportunities within the broadcast industry.	20	Anchor All departments
13	5/4/2023	Participation in events or programs sponsored by educational institutions	Reynolds High School mock interviews. Volunteer participants help with assessing student's hiring qualities, assisting in honing skills needed for employment, and providing interviewing guidance. Discussed opportunities within the broadcast industry.	1	Regional Finance Director
14	5/4/2023	Hosting of Job Fair	KGW hosted a Career Day which included a tour group of 15 students in-station speaking with department heads on different job opportunities in broadcasting.	10	Department Heads
15	5/10/2023	Participation in events sponsored by organizations representing the community	World Facilities Management Day Celebration. This was a meeting to celebrate new and incoming facility managers to the International Facility Manager's Association. Discussed opportunities within the broadcast industry.	1	Facilities Coordinator
16	5/11/2023	Participation in events sponsored by organizations representing the community	The NW Facilities Expo provides free valuable learning and networking opportunities in a unique format serving the northwestern region. Bringing together the facilities engineering and green building communities. Northwest Facilities Expo attracts a diverse audience of facilities managers, maintenance managers, and energy managers from a wide variety of industries. Among other things, discussed pathways into careers within the broadcast industry.	1	Facilities Coordinator

KGW-TV**EEO PUBLIC FILE REPORT****September 21, 2022 - September 20, 2023****III. RECRUITMENT INITIATIVES**

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17	5/24/2023	Participation in events or programs sponsored by educational institutions	The College & Career Center at Canby High School facilitates job shadowing opportunities for their students. Participants visited KGW and shadowed in several departments learning about various careers in broadcast journalism at KGW.	6	Regional Finance Director President General Manager News relations
18	5/26/2023	Participation in events or programs sponsored by educational institutions	Southridge mock interviews - 2-day event. Participants help with assessing hiring qualities and assisting students to hone skills needed for employment. Discussed how to find opportunities within the broadcast industry.	1	Regional Finance Director
19	6/8/2023	Establishment of training programs for station personnel	Training to further build upon strong sales skills to enhance Premium knowledge in order to create more opportunities, increase revenue, and execute more successful campaigns.	2	Sales Executive Sales Executive
20	6/14/2023	Establishment of training programs for station personnel	Reporting Security Incidents training for all station personnel. This new training course helped employees identify and isolate a breach if it occurs and reminds them to immediately report any incident to the local head of technology and manager, leader or general manager.	127	All Station
21	6/24/2023	Participation in events sponsored by organizations representing the community	KGW participated in the annual member night at the Oregon zoo. Employees handed out swag to zoo members and discussed pathways into the broadcast industry.	5	Host/producer Marketing Dept. Anchor Weather Anchor

KGW-TV

EEO PUBLIC FILE REPORT

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22	6/26/2023	Establishment of a mentoring program	<p>KGW is participating in TEGNA Inc.'s Producer-in Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations to a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check in on progress. At the end of a successful two-year program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.</p>	3	<p>Producer In Residence Producer in Residence Producer in Residence</p>
23	7/19/2023	Provision of training to management	<p>To help support the ongoing growth and development of our leaders across all leadership levels, TEGNA provided a learning series designed to help enhance one's leadership skills.</p>	1	<p>Supervisor of Technology</p>

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24	7/20/2023	Participation in events sponsored by organizations representing the community	July Facility Manager's Roundtable; Green Roofs and Living Walls. This roundtable was sponsored by ADIDAS and held on the ADIDAS West Coast campus in Portland and included a discussion on green roof's and living walls presented by 7 Dee's Landscaping. Discussed opportunities within the broadcast industry.	1	Facilities Coordinator
25	8/29/2023	Provision of training to management	Leadership In Action is a leadership development program based on TEGNA's Critical Leadership Skills and designed to prepare either: 1) high-potential talent for future Department Head/Functional Director-level roles or 2) current Department Head/Functional Directors for similar roles in a larger-sized market.	1	Director Of Marketing