

KPTV/KPDX EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, KPTV/KPDX submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the KPTV website and in the KPTV and KPDX Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from October 1, 2007 through September 30, 2008 entitled the **Recruitment Sources Report**" which includes the following information:

*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

*The Recruitment Sources used to fill those job vacancies, identified by name.

*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

*Each Recruitment Source listed by name, contact name, address and phone number.

*The total number of persons interviewed for job vacancies between October 1, 2007 through September 30, 2008.

3. A brief description of Recruitment Initiatives.

Recruitment Sources Report

For the period of October 1, 2007 through September 30, 2008 KPTV/KPDX filled the following vacancies as defined by the FCC EEO rules.

Position Posted Date	SALES						NEWS													
	KPDx Account Executive		Internet Account Exec.	Local Sales Assistant	Local Sales Manager	Local Sales Assistant	Local Continuity Coordinator	PT Editor	Photographer	PT Writer	Photographer	Producer	Producer/Writer	News Editor	Traffic Reporter	Photographer	Writer	Writer		
	12/14/06	2/29/08	2/29/08	6/18/08	07/01/08	06/18/08	10/19/2007	7/5/2007	12/12/2007	12/18/2007	2/20/2008	2/20/2008	2/20/2008	2/20/2008	2/20/2008	2/20/2008	4/1/2008	7/23/2008		
www.602communications.com	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS
Asian American Journalists Association (AAJA)																				
America's Job Bank																				
Brigham Young University	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Central Oregon Community College - Bend																				
Clark College																				
Craigslist			X																	
Electronic Media																				
George Fox University																				
Hispanic News																				
Indeed		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
JobAdsUSA.com																				
KPDx Website		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
KPTV Website		X HS	X	X	X	X	X HS	X HS	X	X	X	X HS	X	X	X	X	X	X	X	X
Latin News																				
LDS Employment Services	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Lost Remote		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
MediaLine																				
MediaRecruiter																				
Meredith Corp. Website	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Mount Hood Community College	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
National Alliance of State Broadcasters Associations (NASBA)																				
National Association of Broadcasters (NAB)																				
Oregon Association of Broadcasters	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Oregon Employment Department	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Oregon State University		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Portland Community College		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Portland State University		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Rick Gevers & Associates																				
SFX Media Group																				
SMPTe																				
Society of Broadcast Engineers (SBE)																				
Southern Oregon University		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Spots 'n' Dots		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Talent Dynamics		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Television Week																				
The Oregonian																				
TVB (Television Bureau of Advertising)		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
TV Jobs.com	X	X	X	X	X	X	X	X	X	X	X HS	X	X	X	X	X	X	X	X	X
University of Oregon		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Washington State Association of Broadcasters		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Washington State University		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Western Washington University		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WorkSource Washington	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Industry/Employee Referral			X ER	X IR	X IR	X IR			X IR	X ER										X ER
Internship Program													X HS	X ER	X IR					
Internal Promotion																X IP		X IP		

Key:
 RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.
 X= Represents All Recruiting Sources that received the job vacancy notice.
 HS= Source referring Hiree. Choose one of the following:
 HS = Recruitment Source that referred the Hiree.
 IR/ER= Hiree was referred by an Industry Referral/Employee Referral.
 IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

KPTV/KPDX

Recruitment Sources Report

For the period of October 1, 2007 through September 30, 2008 KPTV/KPDX filled the following vacancies as defined by the FCC EEO rules.

Position Posted Date	PROMOTION								TECHNICAL				ADMINISTRATION	
	Sports Photographer	PT Writer	PT Assignment Editor	Reporter	Writer/ Producer	Multimedia Journalist	PT Anchor/ Reporter	PT Weather Producer	Promotion Producer	Creative Services Dir.	Assistant Chief Engineer	MCO	AM Support Engineer	Admin/Station Assistant
	7/28/2008	7/28/2008	7/28/2008	7/28/2008	8/26/08	8/26/08	8/26/08	8/26/08	5/19/2008	8/11/2008	10/19/07	10/19/07	6/18/08	2/19/08
Recruitment Sources	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS
www.602communications.com										X				
Asian American Journalists Association (AAJA)														
America's Job Bank														
Brigham Young University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Central Oregon Community College - Bend														
Clark College														
Craigslist													X	
Electronic Media														
George Fox University														
Hispanic News														
Indeed	X	X	X	X	X	X	X	X	X	X	X	X	X	X
JobAdsUSA.com														
KPDx Website	X	X	X	X	X	X	X	X	X	X	X	X	X	X
KPTV Website	X	X	X	X	X HS	X	X	X	X	X	X HS	X	X HS	X
Latin News														
LDS Employment Services	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Lost Remote	X	X	X	X	X	X	X	X	X	X	X	X	X	X
MediaLine						X								
MediaRecruiter														
Meredith Corp. Website	X X HS	X X	X X	X X	X	X	X	X	X X	X X	X X	X X	X X	X X
Mount Hood Community College	X X	X X	X X	X X	X	X	X	X	X X	X X	X X	X X	X X	X X
National Alliance of State Broadcasters Associations (NASBA)	X	X	X	X	X	X	X	X	X	X	X	X	X	X
National Association of Broadcasters (NAB)														
Oregon Association of Broadcasters	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Oregon Employment Department	X X	X X	X X	X X	X	X	X	X	X X	X X	X X	X X	X X	X
Oregon State University	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Portland Community College	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Portland State University	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Rick Gevers & Associates														
SFX Media Group														
SMPTE														
Society of Broadcast Engineers (SBE)														
Southern Oregon University	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Spots 'n Dots														
Talent Dynamics	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Television Week														
The Oregonian														
TVB (Television Bureau of Advertising)	X	X	X	X	X	X	X	X	X	X	X	X	X	X
TV Jobs.com	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
University of Oregon	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Washington State Association of Broadcasters	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Washington State University	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Western Washington University	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WorkSource Washington	X X	X X	X X	X X	X	X	X	X	X X	X X	X X	X X	X X	X X
Industry/Employee Referral		X ER	X ER	X ER	X	X IR	X IR	X ER	X IR					X ER
Internship Program														
Internal Promotion										X IP		X IP		

Key:
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 HS = Recruitment Source that referred the Hiree.
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KPTV/KPDX INTERVIEWEE RECORDS REPORT

Job Vacancies: October 1, 2007 through September 30, 2008

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

# Interviewees	Name	Contact Name/Title	Phone Number	Fax Number	E-Mail Address	Website Address	Address1	Address2	City	State	Zip
..	..	Asian American Journalists Association (AAJA)	(415) 346-2051	(415) 346-6343	Post@aaia.org	www.aaia.org	1182 Market Street, Suite 320		San Francisco	CA	94102
..	..	America's Job Bank	(877) 348-0502	(877) 348-0499	career.onestop@state.mn.us	www.aib.org					
..	..	Brigham Young University	(801) 422-6933	(801) 422-0161	Connie_Cluff@byu.edu	www.byu.edu	Career Placement Services	2410 WSC	Provo	UT	84602
..	..	Career Center Jobs (Oregon Liberal Arts Colleges)	(503) 352-2877		julieb@pacificu.edu	www.careercenterjobs.org	2043 College Way	Career Development Center	Forest Grove	OR	97116
..	..	Central Oregon Community College - Bend	(541) 322-3130	(541) 383-7501	careerservices@coccc.edu	www.coccc.edu	Metolius Hall, Room 101	2600 NW College Way	Bend	OR	97701-5998
..	..	Clark College	(360) 992-2902		workforce@clark.edu	www.clark.edu	1800 E. McLoughlin Blvd.	Gaiser Hall (GHL) - 25	Vancouver	WA	98663
..	..	Craigslst				www.craigslst.org	PO Box 225159		San Francisco	CA	94122-5159
..	..	Electronic Media	(323) 370-2415	(323) 658-6174	istipe@craim.com	www.emonline.com	6500 Wilshire Blvd.	Suite 2300	Los Angeles	CA	90048
..	..	George Fox University	(503) 554-2339	(503) 554-2339	bjerke@georgefox.edu	www.georgefox.edu	414 N. Meridian Street	Career Services	Newberg	OR	97132
..	..	Hispanic News	(503) 228-3130	(503) 228-3384	ads@hispanicnews.com	www.hispnews.com	6700 N. New York Avenue Suite 21:	PO Box 306	Portland	OR	97207
..	..	Indeed				www.indeed.com	470 West Avenue		Stamford	CT	06902
..	..	JobAdsUSA.com	(502) 459-9228	(502) 485-0601		www.jobads.usa.com	1223 S. Hurstbourne Parkway		Louisville	KY	40222
..	..	Jobdango.com				www.jobdango.com			Portland	OR	
..	..	KPDX Website	(503) 906-1249	(503) 548-6905	PDXTV_Jobs@meredith.com	www.kptv.com	14975 NW Greenbrier Parkway		Beaverton	OR	97005
..	..	KPTV Website	(503) 906-1249	(503) 548-6905	PDXTV_Jobs@meredith.com	www.kptv.com	14975 NW Greenbrier Parkway		Beaverton	OR	97005
..	..	Latin News	(503) 227-7780	(503) 227-7790	jdwaal@comcast.net		524 SE 14th Avenue		Portland	OR	97214
..	..	LDS Employment Services	(503) 643-4654		wel-ec-beaverton@ldsmail.net		4195 SW 99th Avenue	PO Box 2064	Beaverton	OR	97005-3325
..	..	Lost Remote				www.lostremote.com					
..	..	MediaLine	(800) 237-807:	(831) 648-520:	info@medialine.com	www.medialine.com	PO Box 51909		Pacific Grove	CA	93950
..	..	MediaRecruiter	(303) 400-5150	(303) 400-5063	art@mediarecruiter.com	www.mediarecruiter.com	20456 E. Orchard Place		Centennial	CO	80016
..	..	Meredith Corp. Website	(515) 284-281:	(515) 284-305:	linda.john@meredith.com	www.meredith.com	1716 Locust Stree		Des Moines	IA	50309-302:
..	..	Mount Hood Community College	(503) 491-743:	(503) 491-609:	mhcareer@mhcc.edu	www.mhcc.edu	26000 S.E. Stark St		Gresham	OR	97030
..	..	National Alliance of State Broadcasters (NASBA)				www.careerpage.org					
..	..	National Association of Broadcasters (NAB)				www.nab.org	1771 N Street, NW		Washington	DC	20036-2891
..	..	Oregon Association of Broadcasters	(503) 443-2299	(503) 443-2488	theoab@theoab.org	www.theoab.org	7150 SW Hampton Street	Suite 214	Portland	OR	97223-8366
..	..	Oregon Employment Department	(503) 644-1229	(503) 626-4229	mary.lee.wright@state.or.us	www.emp.state.or.us	12901 SW Jenkins Roac	Suite C	Beaverton	OR	97005
..	..	Oregonlive.com				www.oregonlive.com					
..	..	Oregon State University	(541) 737-4085	(541) 737-0532	career_services@orst.edu	www.oregonstate.edu	8 Kerr Administration Building		Corvallis	OR	97331-2127
..	..	Portland Community College	(503) 978-5600	(503) 978-5030	stujobs@pcc.edu	www.pcc.edu	PO Box 19000		Portland	OR	97280-0990
..	..	Portland State University	(503) 725-4613		johnst@sba.pdx.edu	www.pdx.edu	402 University Sciences Building	617 SW Montgomery, PO Box 751	Portland	OR	97207-0751
..	..	Rick Gevers & Associates	(317) 769-7900	(317) 769-7910	rick@rickgevers.com	www.rickgevers.com	PO Box 577		Zionsville	IN	46077
..	..	SFX Media Group	(917) 421-5201	(917) 421-5286	monica.trim@sfx.com	www.sfxmedia.com	220 West 42nd Street		New York	NY	10036
..	..	Society of Broadcast Engineers (SBE)	(317) 846-9000	(317) 846-9120	jones@sbe.org	www.sbe.org	9247 N. Meridian Street	Suite 305	Indianapolis	IN	46260
..	..	SMPTTE	(914) 761-1100			www.smpte.org	3 Barker Avenue		White Plains	NY	10601
..	..	Southern Oregon University	(541) 552-6275	(541) 522-8462	careerservices@sou.edu	www.sou.edu	1250 Siskiyou Blvd.	Career Development Services, SU 139	Ashland	OR	97520
..	..	Spots 'n' Dots	(607) 729-7295, Ext 2	(607) 729-7331	alice@spotsndots.com	www.spotsndots.com	167 Oakdale Road		Johnson City	NY	13790
..	..	Talent Dynamics	(214) 640-3121	(214) 951-9610	Davis@TalentDynamics.com	www.talentedynamics.com	8828 Stemmons, Suite 510		Dallas	TX	75247
..	..	Television Week	(323) 370-2415	(323) 658-6174	marcabrams@tvweek.com	www.tvweek.com	6800 Wilshire Boulevard	Suite 2300	Los Angeles	CA	90048
..	..	The Oregonian	(503) 221-8466	(503) 294-4198		www.oregonian.com	1320 SW Broadway		Portland	OR	97201
..	..	TVB (Television Bureau of Advertising)	(212) 486-1111	(212) 935-5631	hope@tvb.org	www.tvb.org	VP, Finance & Administration	3 East 54th Street	New York	NY	10022-3108
..	..	TV Jobs.com	(800) 374-0119	(760) 754-2115	markch@www.tvjobs.com	www.tvjobs.com	Broadcast Employment Services	PO Box 4116	Oceanside	CA	92052
..	..	University of Oregon	(541) 346-3235	(541) 346-6038	jobs@darkwing.uoregon.edu	www.uoregon.edu	220 Henricks Hall, 1408 University Street	PO Box 3257	Eugene	OR	97403-0257
..	..	Washington State Association of Broadcasters	(360) 705-0774	(360) 705-0873	sandlewsab@earthlink.net	wa-broadcasters.com	724 Columbia Street N. W., Suite 310		Olympia	WA	98501-1245
..	..	Washington State University	(509) 335-2546	(509) 335-4015	careerservices@wsu.edu	www.wsu.edu	180 Lighty Building	PO Box 641061	Pullman	WA	99164-1061
..	..	Worksource Washington	(360) 735-5000	(360) 735-5093	bkimble@esd.wa.gov	www.wa.gov/esd/workforemployers.htm	Vancouver Town Plaza	5411 E. Mill Plain Blvd., Ste 3B	Vancouver	WA	98661-7046
..	..	Industry/Employee Referral									
..	..	Internship Program									
..	..	Internal Hire									
Total	54										

*If contacts change during the reporting period, note date and name changes below.

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancy, you consent to the public disclosure of this information by the FCC.

KPTV/KPDX Recruitment Initiatives Report

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Internship Program	October 1, 2007 to September 30, 2008	<p>KPTV/KPDX accepted 13 interns during the reporting period. Depending on area of interest, Interns worked in the News, Production, Promotion, Sales and Engineering departments.</p> <p>The interns participating in the Internship program attend various colleges/universities throughout the U.S. Interns primarily attended schools in Oregon or Washington, while a few attend colleges in Arizona or Colorado. The interns are currently enrolled in disciplines relating to the broadcast industry.</p> <p>These interns performed duties such as floor directing, operating studio camera/prompter system, editing/writing news stories, assisting photographers with grip and lighting, weather graphics, researching log discrepancies, making sales calls, and web page design.</p>	N/A
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Broadcasting Workshop / Job Shadow	October 1, 2007 to September 30, 2008	<p>KPTV/KPDX sponsors Job Shadows for area high-school and college students to provide them with exposure to the Broadcast industry and the job opportunities available within the industry. Job Shadows are offered in conjunction with career counseling provided through the cooperating school. Students remain under school jurisdiction during the Job Shadow. Each student is supervised by at least one KPTV/KPDX employee. Twenty four students from the following schools participated in the Job Shadow program with KPTV/KPDX: Tigard High School, Forest Grove High School, Tualatin High School, Banks High School, Heritage Christian High School, Century High School, St. Helens High School, Westview High School, Liberty High School, Hillsboro Chamber, Sam Barlow High School, Boston University, and Washington State University.</p>	N/A

KPTV/KPDX Recruitment Initiatives Report

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
UNITY Broadcasting Convention	August 18, 2008	Meredith Corporation participated in UNITY, a convention of four main minority journalism organizations. As an exhibitor in their career fair, Meredith Broadcasting met and prospected with nearly 300 attendees to provide information on the company, all current job opportunities within broadcasting, and critiqued demo reels.	N/A
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Career Day/School Visits	<p>3/13/08, 3/14/08, 3/19/08, 3/27/08, 3/28/08, 4/1/08, 4/10/08, 4/15/08, 4/16/08, 4/25/08, 4/30/08, 5/2/08, 5/6/08, 5/8/08, 5/9/08, 5/13/08, 5/20/08, 5/27/08, 9/19/08, 9/26/08</p> <p>3/21/07</p> <p>4/24/08</p> <p>4/23/08, 6/4/08, 8/14/08</p> <p>4/23/08</p>	<p>KPTV/KPDX Broadcast News Talent visited local public schools career days to educate students about career opportunities in broadcasting.</p> <p>Meteorologist/Weather Anchor, Mark Nelsen, spoke to students about weather casting.</p> <p>On-air personality, Mark Ross spoke to students a career fair.</p> <p>Paul Strunk, Editor/photographer participated in a career fair.</p> <p>Stephanie Kraveich, Meteorologist/Reporter, spoke to students about her career.</p> <p>Reporter Jim Hyde spoke to students under the International Student Program Office about his career</p>	<p>Gladstone YMCI, St Mary's, Forest Hills Elementary, Water Managers Wastewater Class, Orchards School, Carus School, West Hills Learning Center, Sam Barlow High, Pleasant Valley, Our Lady of the Lake, Rowe School, Wismer School, Heritage School, Albina Headstart, Mulino School, Beaver Acres Elementary, Cordero Alternative School, Arleta Elementary</p> <p>West Orient Middle School (MARK ROSS)</p> <p>Fort Vancouver High School (PAUL)</p> <p>Gardiner School, Lynchwood Elementary, Boys and Girls Club,</p> <p>Portland State University</p>