

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/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, 2008 through September 30, 2009 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, 2008 through September 30, 2009.

3. A brief description of Recruitment Initiatives.

KPTV/KPDX
Recruitment Sources Report

For the period of October 1, 2008 through September 30, 2009 KPTV/KPDX filed the following vacancies as defined by the FCC EEO rules.

Position Filled Date	SALES		NEWS							PRODUCTION			
	Local Sales Assistant	Account Executive	Writer	PT Writer	Producer	PT Writer	Writer	News Director	Wind Weather Anchor	Floor Director	Floor Director	Floor Director	
	11/15/2008	3/2/02	10/2/08	12/1/2008	1/5/2009	5/25/09	5/28/09	2/1/09	2/11/08	2/14/08	5/17/09	7/9/09	
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	
Asian American Journalists Association (AAJA)													
America's Job Bank													
Brigham Young University													
Career Center Jobs (Oregon Liberal Arts Colleges)	X	X	X	X	X	X	X	X	X	X	X	X	X
Central Oregon Community College - Bend													
Clark College													
Craigslist		X										X	
Electronic Media													
George Fox University													
Hispanic News													
Indeed		X		X	X	X	X	X	X	X	X	X	X
KPDX Website	X	X	X	X	X	X	X	X	X	X	X	X	X
KPTV Website	X	X	X	X	X	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
Lost Remote	X	X	X	X	X	X	X	X	X	X	X	X	X
Medialine	X		X		X		X		X		X		X
MediaRecruiter													
Meredith Corp. Website	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
National Alliance of State Broadcasters Associations (NASBA)	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
Oregon Employment Department	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
Portland Community College	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
RFJobsToday.com													
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
Spots 'n' Dots													
Talent Dynamics	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
TV Jobs.com	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
Washington State Association of Broadcasters	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
Western Washington University	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
Industry/Employee Referral		ER		ER		ER		ER		ER		ER	
Internship Program											HS		IR
Internal Promotion							IP			IP			ER

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 = 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 INTERVIEWEE RECORDS REPORT

Job Vacancies: October 1, 2008 through September 30, 2009

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	Address 1	Address 2	City	State	Zip
..	..	Asian American Journalists Association (AAJA)	(415) 246-2051	(415) 346-6343	Post@asja.org	www.asja.org	1162 Market Street, Suite 320		San Francisco	CA	94102
..	..	America's Job Bank	(877) 346-0502	(877) 346-0499	career.onestop@state.mn.us	www.ajb.org					
..	..	Brigham Young University Career Center Jobs (Oregon Liberal Arts Colleges)	Connie Cluff (801) 422-6933	(801) 422-0161	Connie_Cluff@bvuy.edu; placement@bvuy.edu	www.byu.edu	Career Placement Services	2410 WSC	Provo	UT	84602
..	..	Central Oregon Community College - Bend	Julie Burns (503) 352-2877		julieb@pacificu.edu	www.careercenterjobs.org	2543 College Way	Career Development Center	Forest Grove	OR	97116
..	..	Clark College	Courtney Carlson (541) 322-3130	(541) 383-7501	careerservices@cocc.edu; ccarlson@cocc.edu	www.cocc.edu	Metolius Hall, Room 101	2600 NW College Way	Bend	OR	97701-5998
..	..	Craigslist	Katherine Buhr, Program Coordinator (360) 992-2992		workforce@clark.edu	www.clark.edu	1890 E. McLoughlin Blvd.	Gaiser Hall (GHL) - 25	Vancouver	WA	98563
..	..	Electronic Media	John Sipe (323) 370-2415	(323) 658-6174	jsipe@crain.com	www.craigslist.org	PO Box 225159		San Francisco	CA	94122-5159
..	..	George Fox University	Bonnie Jerke, Director (503) 554-2333	(503) 554-2339	bjerke@georgefox.edu	www.emonline.com	6500 Wishire Blvd.	Suite 2300	Los Angeles	CA	90048
..	..	Hispanic News	(503) 228-3139	(503) 228-3084	ads@hispanicnews.com	www.georgefox.edu	414 N. Meridian Street	Career Services	Newberg	OR	97132
..	..	Indeed				www.hispnews.com	6700 N. New York Avenue Suite 212	PO Box 305	Portland	OR	97207
..	..	JobAdsUSA.com	(502) 459-9228	(502) 485-0801		www.indeed.com	470 West Avenue		Stamford	CT	06902
..	..	Jobdango.com			www.jobdango.com	www.jobads.usa.com	1223 S. Hurstbourne Parkway		Louisville	KY	40222
..	..	KPDX Website	Mason Kwong, HR (503) 906-1249	(503) 548-6905	PDXTV_Jobs@meredith.com	www.kptv.com	14975 NW Greenbrier Parkway		Beaverton	OR	97005
..	..	KPTV Website	Mason Kwong, HR (503) 906-1249	(503) 548-6905	PDXTV_Jobs@meredith.com	www.kptv.com	14975 NW Greenbrier Parkway		Beaverton	OR	97005
..	..	Latin News	Johan Dwaal (503) 227-7789	(503) 227-7789	jdwaal@comcast.net		524 SE 14th Avenue		Portland	OR	97214
..	..	LDS Employment Services	Marie Day (503) 643-4654		wel-ec-beaverton@idsmail.net		4195 SW 99th Avenue	PO Box 2084	Beaverton	OR	97005-3325
..	..	Lost Remote			jobs@lostremote.com	www.lostremote.com					
..	..	MediaLine	(800) 237-8073	(831) 648-5204	info@medialine.com	www.medialine.com	PO Box 51909		Pacific Grove	CA	93950
..	..	MediaRecruiter	(303) 406-5160	(203) 400-5063	art@mediarecruiter.com	www.mediarecruiter.com	20456 E. Orchard Place		Centennial	CO	80016
..	..	Meredith Corp. Website	Linda John, Staffing Specialist (515) 284-2812	(515) 284-3058	linda.john@meredith.com	www.meredith.com	1716 Locust Street		Des Moines	IA	50309-3023
..	..	Mount Hood Community College	Julie Miller (503) 491-7432	(503) 491-8099	mhcareer@mhcc.edu	www.mhcc.edu	26900 S.E. Stark St.		Gresham	OR	97030
..	..	National Alliance of State Broadcasters (NASBA)				www.careerpage.org					
..	..	National Association of Broadcasters (NAB)	Dianna Babb Coleman (202) 429-5267	(202) 429-4199	dcoleman@nab.org	www.nab.org	1771 N Street, NW		Washington	DC	20036-2891
..	..	Oregon Association of Broadcasters	Bill Johnstone (503) 443-2299	(503) 443-2498	thejab@thejab.org	www.thejab.org	7160 SW Hampton Street	Suite 214	Portland	OR	97223-8266
..	..	Oregon Employment Department	Mary Lee Wright, Workforce Analyst (503) 644-1229	(503) 826-4229	marylee.wright@state.or.us	www.emp.state.or.us	12501 SW Jenkins Road	Suite C	Beaverton	OR	97005
..	..	Oregonlive.com				www.oregonlive.com					
..	..	Oregon State University	Mike Mays, Emp. Coordinator (541) 737-4056	(541) 737-0532	career.services@orst.edu	www.oregonstate.edu	8 Kerr Administration Building		Corvallis	OR	97331-2127
..	..	Portland Community College	Student Employment Services (503) 978-5600	(503) 978-5030	stujobs@pcc.edu	www.pcc.edu	PO Box 19000		Portland	OR	97280-0999
..	..	Portland State University	John Stoekmann (503) 725-4613		johnst@psu.pdx.edu	www.pdx.edu	402 University Sciences Building	Box 751	Portland	OR	97207-0751
..	..	Rick Gevers & Associates	Rick Gevers (317) 769-7900	(317) 769-7910	rick@rickgevers.com	www.rickgevers.com	PO Box 577		Zionsville	IN	46077
..	..	SFX Media Group	Monica Trim, Director of Talent (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)	Scott Jones (317) 846-9760	(317) 846-9120	kjones@sbe.org	www.sbe.org	9247 N. Meridian Street	Suite 305	Indianapolis	IN	46269
..	..	SMPTE	(914) 761-1100		customerservice@jobcontrolcenter.com	www.smpte.org	3 Barker Avenue		White Plains	NY	10601
..	..	Southern Oregon University	Peter Weston, Director (541) 552-6275	(541) 522-8462	careerservices@sou.edu; westonp@sou.edu	www.sou.edu	1250 Siskiyou Blvd.	Career Development Services, SU 139	Ashland	OR	97520
..	..	Spots 'n' Dots	Alice Riehl, Publisher (607) 729-7296, Ext 2	(607) 729-7331	alice@spotsndots.com	www.spotsndots.com	167 Oakdale Road		Johnson City	NY	13790
..	..	Talent Dynamics	JJ Davis (214) 640-3121	(214) 951-9610	Davis@TalentDynamics.com	www.talentedynamics.com	8828 Stemmons, Suite 510		Dallas	TX	75247
..	..	Television Week	Marc Abrams (323) 370-2415	(323) 658-6174	marcabrams@tvweek.com	www.tvweek.com	8500 Wilshire Boulevard	Suite 2300	Los Angeles	CA	90048
..	..	The Oregonian	Kristi Johnson (503) 221-8466	(503) 284-4198		www.oregonian.com	1320 SW Broadway		Portland	OR	97201
..	..	TVB (Television Bureau of Advertising)	Hope Etheridge (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	Mark Holloway (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	Ronnie Casanova, Employer Relations (541) 346-3235	(541) 346-8098	jobs@darkwing.uoregon.edu	www.uoregon.edu	220 Hennicks Hall, 1408 University Street	PO Box 3257	Eugene	OR	97403-0257
..	..	Washington State Association of Broadcasters	Sandie Maki, Office and Programs Manager (360) 765-0774	(360) 765-0872	sandiewsab@earthlink.net	wa-broadcasters@earthlink.net	724 Columbia Street N. W., Suite 310		Olympia	WA	98501-1249
..	..	Washington State University	Career Services (509) 336-2546	(509) 335-4015	careerservices@wsu.edu	www.wsu.edu	180 Lighty Building	PO Box 641061	Pullman	WA	99164-1061
..	..	Worksource Washington	Beverly Kimble, Administrator (360) 735-5093	(360) 735-5093	bkimble@esd.wa.gov	www.wa.gov/esd/workforemployers.htm	Vancouver Town Plaza	3B	Vancouver	WA	98661-7046
..	..	Industry/Employee Referral									
..	..	Internship Program									
..	..	Internal Hire									
Total	24										

*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 the 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, 2008 to September 30, 2009	<p>KPTV/KPDX accepted 14 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. 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, 2008 to September 30, 2009	<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. Eighteen students from the following schools participated in the Job Shadow program with KPTV/KPDX: Reynolds High School, Glencoe High School, Canby High School, Barlow High School, Yamhill-Carlton High School, Banks High School, Forest Grove High School, McNary High School, Colton High School, Gresham High School, Forest Hills Lutheran School, Rex Putnam High School, Newberg High School, Jesuit High School, and Sunset High School.</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)
Art Institute Career/Internship Fair	May 2009	The HR Director and News Graphics Director attended the Career Fair at the Portland Art Institute to promote the internship program.	Portland Art Institute
Career Fair	January 2009	Anchor, Debra Gil attended the Career Fair at Westview High School, promoting job opportunities within the station and fielding questions regarding her broadcasting career.	Westview High School
Career Fair	June 2009	Klarn DePalma, Vice President/General Manager of Meredith's stations WFSB and WSHM taught a NABEF seminar course at Howard University. Additionally, a representative of Meredith's Sales Management team met with students to inform them about sales career opportunities in Broadcasting as well as interviewed them for opportunities at Meredith's TV stations.	Howard University
Career Fair	August 2009	Managers from Meredith's corporate office, human resources, and news departments attended the 3.5 day convention and career fair on behalf of Meredith Corporation. During that time, they informed attendees about Meredith Corporation, current job opportunities at all the Broadcasting locations, and conducted critiques of their work.	National Association of Black Journalists
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	October 2008 - September 2009	KPTV/KPDX Broadcast News Talent visited local public schools career days to educate students about career opportunities in broadcasting. Meteorologist/Weather Anchor, Mark Nelsen, spoke to students about weather casting.	Eastside Christian School, Tualatin Elem., Columbia School, Lewis & Clark Elem., JD Zellerbach, Mt Angel Elem., Pringle Elem., Scio Elem., Hayesville Elem., Barnes Elem., Prairie High, Lynchview Elem., Corbett Elem., Stephenson Elem., Orenco

			Elem., Captain Strong Elem., Shaver Elem., St Anthony, Gubser Elem., CS Lewis Academy, Maplewood Elem., PCC Rock Creek College, Oregon Trail Elem., Rieke Middle School, Fircrest Elem., Minnehaha School, Ladd Acres, Lincoln Elem., Arthur Academy, Hammond Elem., Lamb Elem., Durham Elem., Lincoln St. Elem., Holy Trinity, Bonny Slope, Firm Foundation, York Elem., Fir Grove Elem., Columbia Valley Elem.
	November 2009	Meteorologist Stephanie Kravevich participated in a career/weather presentation for students and spoke to students regarding her career.	Candy Lane Elem., St. Agatha Elem., Emmaus Christian School, Portland Statue University,
	January 2009	Anchor/Reporter, Kevin Coari spoke with students regarding career in broadcasting.	Five Oaks Middle School,
	February 2009	Photographer/Editor, Paul Strunk spoke to students about his career in broadcasting	Heritage High School
	February 2009	Anchor/Reporter Julie Grauert served on panel during Career Day.	Jesuit High School
	February 2009, April 2009	Weather Producer, Rob Martin, talked with students regarding a career in broadcasting.	Heritage High School, Sellwood Middle School.
	March 2009	Reporter, Mark Ross, hosted a tour for Child Inc and spoke to them about his career in broadcasting	Child Inc.
	March 2009	Assignment Manager, Bruce Williams, volunteered at the college fair, answering questions regarding the field of broadcasting.	University of Portland
	May 2009	Anchor/Reporter, Kevin Coari hosted cub scout troop and informed them about broadcasting opportunities.	Sexton Mt. Elementary