

## OREGON PUBLIC BROADCASTING ANNUAL EEO PUBLIC FILE REPORT

For the period commencing September 22, 2023 and ending September 21, 2024

This report lists all full-time vacancies that were filled during the reporting period for KOAC/Corvallis, KOPB/Eugene, KETP/Enterprise, KHRV/Hood River, KOAB-FM/Bend, KOAC-FM/Astoria, KOAP/Lakeview, KOBK/Baker City, KOBN/Burns, KOGL/Gleneden Beach, KOJD/John Day, KOPB-FM/Portland, KOTD/The Dalles, KRBM/Pendleton, KTMK/Tillamook, KTVR-FM/La Grande, KOACTV/Corvallis, KOAB-TV/Bend, KTVR-TV/LaGrande, KEPB-TV/ Eugene, KOPB-TV/Portland. Oregon Public Broadcasting also has employees who work at noncommercial educational Station KMHD(FM), Gresham Oregon, under an Operating Agreement with the licensee of that station that took effect as of July 1, 2009, and hires for that station by OPB are also included.

**FULL TIME VACANCIES** (all full-time vacancies are located in Portland, OR unless noted):

FULL HIME VACANCIES: (all full-	-	are located in Portland, OR unless noted)	Tex-12	1
Job Title	Total # Interviewed for the	Recruitment Sources	Total # Referred by Recruitment	Recruitment Source that Referred the Person Hired
	Position		Source	
Corporate Account Executive	2	OPB Website	1	From a current OPB
9/25/2023		OPB LInkedIn Indeed OPB All Staff email Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P)		employee
		Urban League of Portland		
		From a current OPB employee	1	
Digital Producer (2 hires)	6	OPB Website	2	OPB Website (1)
Digital i Toudoci (2 IIIIes)		OPB All Staff email		OF D Website (1)
9/30/2023		Indeed	1	LinkedIn (1)
10/2/2023		Local Organizations Corporation for Public Broadcasting (CPB) Greater Public National Education Telecommunication Association (NETA) Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Nonprofit Association of Oregon (NAO) Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) Urban League of Portland WorkSource Oregon Society of Professional Journalists (SPJ) Asian American Journalists Association (AAJA) National Assocation of Black Journalists (NABJ) Journalism Next University of California Berkeley (UC Berkeley) University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of Southern California Annenberg) Indiana State University School of Journalism Columbia University Emerson College CUNY (City University of New York aka CCNY) University of Missouri - Columbia LinkedIn (OPB employee	1 2	
Help Desk Specialist 10/16/2023	6	OPB Website OPB All Staff email Indeed Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU)	4	Indeed

Help Desk Specialist (cont.)		Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland From a current OPB employee Google search	1 1	
Member Center Representative 10/16/2023	13	OPB Website OPB All Staff email Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public National Education Telecommunication Association (NETA) Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Partners in Diversity Portland State University (PSU) University of Oregon (U of O) WorkSource Oregon Washington State University (WSU) Oregon State University (OSU) University of Portland (U of P) Southern Oregon University (SOU) Western Oregon University (WOU) Reed College Lewis & Clark College Google search Handshake	2 2 4 3	Mac's List
Director of Media Operations 12/18/2023	4	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland	1 1 2	Indeed
Payroll Accountant 12/26/2023	7	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland Idealist	2	Indeed

Payroll Accountant (cont.)		Western Oregon University (WOU) Eastern Oregon University (EOU) Accounting Jobs Today From a current OPB employee	1	
Food and Agriculture Reporter/Producer 1/2/2024	9	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Craigslist - Portland National Education Telecommunication Association (NETA)	1	Corporation for Public Broadcasting (CPB)
		Mac's List Nonprofit Association of Oregon (NAO) Corporation for Public Broadcasting (CPB) Oregon State University (OSU) University of Oregon (U of O) Multnomah University Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) Partners in Diversity Greater Public Current National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) Journalism Next Online News Association (ONA) Indiana State University School of Journalism Columbia Journalism School Emerson College University of Oregon (U of O) CUNY (City University of New York aka CCNY) University of Missouri Journalism School University of Washington - Seattle/Bothell Eastern Washington University Seattle University Seattle University Society of Professional Journalists (SPJ) Journalism Jobs Society of Environmental Journalists (SEJ) Public Media Journalists Association (PMJA) "Latinas in Journalism Facebook post" Twitter aka X From a colleague From a current OPB employee	1 1 2 2 2	
Land and Environment Reporter/Producer 1/2/2024	12	OPB Website OPB All Staff email Indeed OPB LinkedIn Craigslist - Portland Mac's List Nonprofit Association of Oregon (NAO) National Education Telecommunication Association (NETA) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Multnomah University Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) Partners in Diversity Greater Public Current Society of Environmental Journalists (SEJ) Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Assocation of Black Journalists (NABJ) Journalism Next Online News Association (ONA) University of California Berkeley (UC Berkeley) Indiana State University School of Journalism Columbia Journalism School	3 1	From a colleague

Land and Environment Reporter/Producer (cont.)		CUNY (City University of New York aka CCNY) University of Missouri Journalism School University of Washington - Seattle/Bothell Eastern Washington University Seattle University George Fox University Savannah State University Journalism Jobs Public Media Journalists Association (PMJA) Twitter aka X From a current OPB employee From a colleague	2 3 1	
Creative Services Manager 1/8/2024	10	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland Glassdoor (aggregate site) Google search	3 1 1 1 2 1	LinkedIn
Director, Digital Membership  1/8/2024	4	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland Glassdoor (aggregate site) Lensa (we did not post here)	1 1 1 1	OPB All Staff email
Climate & Environment News Editor 1/22/2024	6	OPB Website OPB All Staff email Indeed Local Organizations Craigslist - Portland Mac's List Corporation for Public Broadcasting (CPB) Oregon State University (OSU) University of Oregon (U of O) Multnomah University Portland State University (PSU) Partners in Diversity National Education Telecommunication Association (NETA) Greater Public	2 1	OPB All Staff email

Climate & Environment News Editor (cont.)		Current Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) Journalism Next Online News Association (ONA) University of Southern California (USC) Annenberg School for Communications & Journalism University of California Berkeley (UC Berkeley) Indiana State University School of Journalism Columbia Journalism School Emerson College New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School University of Washington - Seattle/Bothell Eastern Washington University Seattle University George Fox University Journalism Jobs Society of Environmental Journalists (SEJ) Public Media Journalists Association (PMJA) News Nerdery Slack group (OPB employee	3	
Computer Network Architect 1/29/2024	7	OPB Website OPB All Staff email Indeed Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Partners in Diversity Oregon State University (OSU) Portland State University (PSU) Urban League of Portland WorkSource Oregon Blacks in Technology (BIT) Networks and Systems Professional Association (NaSPA) Technology Association of Oregon (TAO) Young Nonprofit Professionals Association (Portland) Howard University Western Oregon University (WOU) Portland Community College (PCC) Oregon Institute of Technology (OIT) Virginia Tech From a current OPB employee	1 4 1	Indeed
Cinematographer/Editor (2 hires for this recruitment) 2/12/2024 4/15/2024	15	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Partners in Diversity Urban League of Portland WorkSource Oregon PDXMindshare Oregon Media Production Association (OMPA) American University Columbia University Emerson College	3 4 1	Oregon Media Production Association (OMPA) (1) "Career Advisor" (1)

Cinematographer/Editor (cont.)		Morehouse College Eastern Oregon University (EOU) Multnomah University Oregon State University (OSU) Seattle Pacific University University of California Berkeley (UC Berkeley) Western Oregon University (WOU) Southern Oregon University (SOU) North Carolina Agricultural and Technical State University Washington State University (WSU) From a current OPB employee "My sister-in-law" "Career Advisor"	3 1 1	
Director of Platform and Product 2/26/2024	10	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Partners in Diversity Multnomah University Oregon State University (PSU) Eastern Oregon University (FOU) Western Oregon University (WOU) University of Oregon (U of O) Reed College University of Washington - Seattle/Bothell Western Washington University Washington State University (WSU) Howard University University of California San Diego (UC San Diego) Lewis & Clark College University of California Berkeley (UC Berkeley) Urban League of Portland WorkSource Oregon PDX Women in Technology (PDXWIT) Professional Diversity Network PDXMindshare Oregon Institute of Technology (OIT) Product Manager Job Board "News Product Alliance Slack channel" From a colleague	1 3 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	"News Product Alliance slack channel"
Senior Project Manager 2/26/2024	5	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland News Nerdery Slack group (OPB employee accounts)	1 3	OPB All Staff email

Politics & Government Reporter/Producer	9	OPB Website OPB All Staff email	2	Twitter aka X
	9		2	Twitter aka X
		Northwestern University Eastern Oregon University (EOU) News Nerdery Slack group (OPB employee accounts) Twitter aka X From a colleague From a current OPB employee Google search	3 1 1 2	
Morning Edition Host 4/15/2024	14	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Corporation for Public Broadcasting (CPB) Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity University of Portland (U of P) Portland State University (PSU) University of Oregon (U of O) Oregon State University (OSU) Urban League of Portland Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) University of California Berkeley (UC Berkeley) Northwestern University Washington State University (WSU) Columbia University North Carolina Agricultural and Technical State University Stony Brook University of New York aka CCNY)	2 1 2 5	"On the Morning Edition host's group Facebook page"

Morning Edition Host (cont.)		Emerson College New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication Grambling State University University of Missouri - Columbia Howard University Savannah State University Public Media Journalists Association (PMJA) University of Wisconsin - Milwaukee "On the Morning Edition host's group Facebook page" "NPR & Friends Slack channel" "NYC podcast listserv" Current (we did not post this job here)	1 1 1	
Bend Reporter/Producer 4/30/2024	8	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Bend Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Portland State University (PSU) University of Oregon (U of O) Urban League of Portland Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Journalism Next Online News Association (ONA) University of California Berkeley (UC Berkeley) Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University Emerson College University of Wisconsin - Milwaukee University of Wisconsin - Madison Journalism School Bend Oregon Jobs New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication CUNY (City University of New York aka CCNY) Howard University Prandeis University Grambling State University Frandeis University	4 2	OPB Website
		Stony Brook University Current Public Media Journalists Association (PMJA) Morehouse College Oregon State University (OSU) "NYC podcast listsery" From a current OPB employee	1 1	
Mail Clerk/Administrative Assistant 5/6/2024	6	OPB Website OPB All Staff email Indeed Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO)	1	Indeed

Mail Clerk/Administrative Assistant (cont.)		Partners in Diversity Mt. Hood Community College (MHCC) Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland Glassdoor (aggregate site)	1	
Compliance Paralegal 5/8/2024	3	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland Willamette University Eastern Oregon University (EOU) Eastern Washington University Seattle Pacific University Lewis & Clark College Washington State University (WSU) Oregon State Bar National Federation of Paralegal Associations Glassdoor (aggregate site) "Portland Community College Paralegal Chair Email"	1 1 1	Glassdoor
KMHD Host (2 hires for this recruitment) 5/28/2024 8/5/2024	7	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland From a current OPB employee From a colleague	2 2 2	From a current OPB employee (1) Indeed (1)
Public Safety and Health News Editor 5/28/2024	4	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Craigslist - Portland Corporation for Public Broadcasting (CPB) Oregon State University (OSU) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU)	1	OPB Website

Public Safety and Health News Editor (cont.)		Greater Public National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Assocation of Black Journalists (NABJ) University of California Berkeley (UC Berkeley) Columbia University Emerson College CUNY (City University of New York aka CCNY) University of Missouri Journalism School Eastern Washington University News Nerdery Slack group (OPB employee accounts) American University Eastern Oregon University (EOU) Lewis & Clark College Morgan State University North Carolina Agricultural and Technical State University Northwestern University Seattle Pacific University Stanford University Stony Brook University University of California Los Angeles (UCLA) University of Vashington - Tacoma Washington State University (WSU) Western Oregon University "URL Media recruiter" "Recruiter" Google search	1 1 1	
Evening News Assignment Editor 6/10/2024	8	OPB Website OPB All Staff email Indeed Local Organizations Craigslist - Portland Mt. Hood Community College (MHCC) Mac's List Corporation for Public Broadcasting (CPB) Oregon State University (OSU) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Greater Public National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) University of California Berkeley (UC Berkeley) Columbia Journalism School Emerson College CUNY (City University of New York aka CCNY) University of Missouri Journalism School University of Washington - Seattle/Bothell Eastern Washington University Seattle University Western Washington University George Fox University American University Lewis & Clark College Morgan State University Howard University North Carolina Agricultural and Technical State University Northwestern University Seattle Pacific University Seattle Pacific University Stanford University Stanford University Stony Brook University University of California Los Angeles (UCLA) University of Portland (U of P) University of Washington - Tacoma	3 3	Indeed

Evening News Assignment Editor (cont.)		Willamette University News Nerdery Slack group (OPB employee accounts) LinkedIn "URL Media recruiter"	1 1	
Receptionist/Administrative Services Assistant 8/5/2024	6	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland From a current OPB employee	2 2 1	From a current OPB employee
President & CEO 9/9/2024	8	OPB Website OPB All Staff email Indeed OPB Linkedin Spencer Stuart's proprietary networks LinkedIn (OPB employee accounts)	8	Spencer Stuart's proprietary networks

RESOURCE AGENCIES
On our website (opb.org/careers), we provide an opportunity for organizations to be added to our job opening mailing list.

Journalism Next  *Klamath Tribal Health  Charlene Hescock  Charlene.hescock@klm.portland.ihs.gov  Vicki Hammarstedt and Pam Gleason  Knight Digital Media Center (University of California Berkeley)  Knight Digital Media Center (University of Southern California Annenberg)  *KQED  Lewis & Clark College  Lewis & Clark College  Mac's List  *Mary's Woods Retirement Community at Marylhurst  Morehouse College  Morehouse College  Mittps://app.joinhandshake.com/login  https://jobs.macslist.org/login/employer/job  Morehouse College  Mttps://app.joinhandshake.com/login  https://jobs.macslist.org/login/employer/job  Morehouse College  Mttps://app.joinhandshake.com/login  https://jobs.macslist.org/login/employer/job  Marylhurst  Inevius@maryswoods.com  https://app.joinhandshake.com/login  https://app.joinhandshake.com/login  https://app.joinhandshake.com/login  https://app.joinhandshake.com/login  https://app.joinhandshake.com/login  https://app.joinhandshake.com/login  https://app.joinhandshake.com/login  https://app.joinhandshake.com/login	Source	Contact and/or Notes	Contact Information
**Affiliated Tribes of Northwest Indians American University			https://jobboard.accountingjobstoday.com/e
American University (ASU) Asian American Journalists Association (AAJA) Asian Health Services Center (AHSC) Bend Oregon Jobs  Blacks in Technology (BIT) Brandels University Brandels University All Developes House of Hutps://www.blacksintechnology.net/choose-your-post-package/ Brandels University All Developes Hutps://app.joinhandshake.com/login All Developes H	Accounting Jobs Today		mployer/pricing/?extre=1
Arzona State University (ASU) Asian American Journalists Association (AAJA)  https://www.aajacareres.org/ 'Asian Haelth Services Center (AHSC) Bend Oregon Jobs  Blacks in Technology (BIT) Brandeis University Columbia Journalists Association (ABJA)  https://www.blacksintechnology.net/choose-your-post-package/ brandeis University Columbia Journalism School Columbia Journalism Journalism (CPB) Corporation for Public Brandeasting (CPB) Craigslist - Bend Craigslist - Portland Cullyr (City University of New York aka CCNY) Current Eastern Oregon University (EOU) Eastern Washington University Eastern Oregon University (EOU) Eastern Washington University Emerson College George Fox University Groodwill Industries of the Columbia Williamette Paul Langdon Williamette Paul Langdon Jelangdon@gicw.org Hitps://app.joinhandshake.com/login Hitps://app.joi			atni@atnitribes.org
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*Asian Health Services Center (AHSC)  Bind Oregon Jobs  Blacks in Technology (BIT)  Brandeis University  Columbia Journalism School  Columbia Journalism School  Columbia Journalism School  Corporation for Public Broadcasting (CPB)  Craigslist - Bend  Craigslist - Portland  Craigslist - Portland  Craigslist - Portland  Clumby (City University)  Current  Eastern Washington University  Corporation for Numerity  Columbia Journalism School  Corporation for Public Broadcasting (CPB)  Craigslist - Portland  Cluly (City University of New York aka CCNY)  Current  Eastern Washington University  Castern Oregon University  Corporation for Number of Commerce  Groap Fox University  Craigslist - Portland  Cully (City University of New York aka CCNY)  Current  Eastern Washington University  Emerson College  Grambiling State University  Toodwill Industries of the Columbia  Williametto  Paul Langdon  plangdon@gicw.org  Grambiling State University  Grandshake com/login  Inttps://app.joinhandshake.com/login  Inttps://app.joi	Arizona State University (ASU)		
Bend Oregon Jobs    https://www.blacksintechnology.cmt/chose- your-post-package/ Brandeis University	Asian American Journalists Association (AAJA)		https://www.aajacareers.org/
Blacks in Technology (BIT) Brandeis University Columbia Journalism School Columbia Journalism School Columbia Journalism School Columbia Journalism School Corporation for Public Broadcasting (CPB) Craigslist - Bend Craigslist - Portland Clumy City University of New York aka CCNY) Current Eastern Oregon University (EOU) Eastern Oregon University (EOU) Eastern Oregon University (EOU) Eastern Washington University of the Columbia Williamette Paul Langdon Paul Langdon Paul Langdon Plangdon@gicw.org Grambling State University Greater Public Handshake (this is the recruitment resource that many colleges and universities use) Indiana State University Glasson Viki Porter Viki Power (University) Indiana State University Glasson Viki Porter Viki Power (University) Indiana State University Indian	*Asian Health Services Center (AHSC)		info@ahscpdx.org
Blacks in Technology (BIT) Brandeis University Columbia Journalism School Columbia University Columbia University Craigalist - Bend Craigalist - Portland Clumbia University Crizinglist - Portland Clumbia University Clumbia University Crizinglist - Portland Crizinglist - Portland Clumbia University of New York aka CCNY) Curent Curent Eastern Oregon University (EOU) Eastern Washington University Eastern Oregon University (EOU) Eastern Washington University Eastern Washington University Eastern Oregon University Eastern Washington University Eastern Washi	Bend Oregon Jobs		https://bendoregonjobs.com/post/
Brandeis University Columbia Journalism School Columbia Journalism School Columbia Journalism School Columbia Journalism School Columbia University Corporation for Public Broadcasting (CPB) Intps://app.joinhandshake.com/login Intps://portland.craigslist.org/ Craigslist - Bend Craigslist - Portland Intps://portland.craigslist.org/ Craigslist - Portland Craigslist - Portland Intps://portland.craigslist.org/ Craigslist - Portland Intps://portland.craigslist.org/ Craigslist - Portland Intps://portland.craigslist.org/ Intps://app.joinhandshake.com/login Intps://app.joinhandshake.com/login Eastern Oregon University (EOU) Eastern Oregon University Eastern Washington University Intps://app.joinhandshake.com/login Emerson College George Fox University 'Coodwill Industries of the Columbia Willamette Grambling State University Toodwill Industries of the Columbia Willamette Paul Langdon Greater Public Hips://app.joinhandshake.com/login Intps://app.joinhandshake.com/login Intps://www.idealist.org/login Intps://www.idealist.org/login Intps://www.idealist.org/login Indiana State University Indealist Indealist Intps://app.joinhandshake.com/login Indiana State University Indiana State University Indiana State University Indiana State University of Colifornia Berkeley) Indiana State University of Colifornia Berkeley Indiana State University India			https://www.blacksintechnology.net/choose-
Columbia Journalism School Columbia University Corporation for Public Broadcasting (CPB) Craigolist - Berd Craigolist - Portland Current Current Current Eastern Oregon University Eastern Oregon University Eastern Oregon University Enables to the Columbia Willamette Crambling State University Grand University Endead Hitps://app.joinhandshake.com/login Hitps://app.joinhandshake.com/login Hitps://app.joinhandshake.com/login Hitps://app.joinhandshake.com/login Eastern Oregon University Eastern Washington University Eastern Washington University Enterson College Introvide In	Blacks in Technology (BIT)		your-post-package/
Columbia University Corporation for Public Broadcasting (CPB) Criagislist - Bend Intps://www.cpb.org/user Craigislist - Portland Intps://portland.craigislist.org/ Craigislist - Portland Intps://portland.craigislist.org/ Intps://portland.craigislist.org/ Intps://portland.craigislist.org/ Intps://app.joinhandshake.com/login Eastern Oregon University (EOU) Eastern Washington University Eastern Washington University Emerson College Intps://app.joinhandshake.com/login Emerson College Intps://app.joinhandshake.com/login Foodwill Industries of the Columbia Williamette Paul Langdon Grambling State University Greater Public Handshake (this is the recruitment resource that many colleges and universities use) Hispanic Metropolitan Chamber of Commerce - Oregon Howard University Idealist  all OPB jobs post to Indeed automatically via our HRIS system, ADP's Workforce Now Hitps://www.idealist.org/login Indiana State University of California Berkeley) Indiana State University of California Berkeley Indiana Media Center (University of Southern California Annenberg) Indiana State University of Southern California Annenberg Indiana State University of Southern California Annenberg Indiana State University Indiana State University of Southern California Annenberg Indiana State University Indiana	Brandeis University		https://app.joinhandshake.com/login
Corporation for Public Broadcasting (CPB)  Craigslist - Bend  https://bend.craigslist.org/ Craigslist - Portland  https://portland.craigslist.org/ CUNY (City University of New York aka CCNY)  https://portland.craigslist.org/ CUNY (City University of New York aka CCNY)  https://pop.joinhandshake.com/login Eastern Oregon University (EOU)  Eastern Washington University  Eastern Washington University Eastern University  Eastern Washington University  Eastern Washin	Columbia Journalism School		https://columbiajournalism.12twenty.com/
Craigslist - Bend Craigslist - Portland Craigslist - Portland Craigslist - Portland Craigslist - Portland Current Eastern Oregon University (EOU) Eastern Washington University Emerson College Eastern Washington University Emerson College Eastern Washington University Emerson College Eastern Washington University Paul Langdon Emerson College Eastern Washington University Paul Langdon Dangdon@gicw.org Inttps://app.joinhandshake.com/login Paul Langdon Dangdon@gicw.org Dangdon@gicw	Columbia University		https://app.joinhandshake.com/login
Craigslist - Bend Craigslist - Portland Craigslist - Portland Craigslist - Portland Craigslist - Portland Current Eastern Oregon University (EOU) Eastern Washington University Emerson College Eastern Washington University Emerson College Eastern Washington University Emerson College Eastern Washington University Paul Langdon Emerson College Eastern Washington University Paul Langdon Dangdon@gicw.org Inttps://app.joinhandshake.com/login Paul Langdon Dangdon@gicw.org Dangdon@gicw	Corporation for Public Broadcasting (CPB)		https://www.cpb.org/user
Craigslist - Portland Culny' (City University of New York aka CCNY)  Current Eastern Oregon University (EOU) Emerson College George Fox University Paul Langdon (Eoraph Johnandshake.com/login (Eoraph Johnandshake			https://bend.craigslist.org/
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University of Mississppi	https://app.joinhandshake.com/login	
University of Missouri - Columbia	https://app.joinhandshake.com/login	
University of Missouri Journalism School	https://app.joinhandshake.com/login	
University of Oregon (U of O)	https://app.joinhandshake.com/login	
University of Portland (U of P)	https://app.joinhandshake.com/login	
University of Southern California (USC)	https://annenberg-usc-	
Annenberg School for Communications &	csm.symplicity.com/employers/?signin_tab=0	
Journalism	&signin_tab=0	
University of Washington – Seattle/Bothell	https://app.joinhandshake.com/login	
University of Washington - Tacoma	https://app.joinhandshake.com/login	
University of Wisconsin - Madison Journalism		
School	https://app.joinhandshake.com/login	
University of Wisconsin - Milwaukee	https://app.joinhandshake.com/login	
	https://jobs.ulpdx.org/payments/new?p=4f30	
Urban League of Portland	7d5b-6ca1-4c73-b418-0614454b20e6	
Virginia Tech	https://app.joinhandshake.com/login	
Washington State University (WSU)	https://app.joinhandshake.com/login	
Western Oregon University (WOU)	https://app.joinhandshake.com/login	
*Willamette University	mba-jobs@willamette.edu	
Western Washington University	https://app.joinhandshake.com/login	
Willamette University	https://app.joinhandshake.com/login	
	https://empportal.emp.state.or.us/mprod_ims	
WorkSource Oregon	cod_dad/!pkg_general.proc_navigate	
Young Nonprofit Professionals Association		
(Portland)	https://ynpn.org/post-a-job/	

Recruitment Sources	Total # Interviewed by Recruitment Source	Total # Hired by Recruitment Source
"Career Advisor"	1	1
"Latinas in Journalism Facebook post"	1	
"My sister-in-law"	1	
"News Product Alliance Slack channel"	1	1
"NPR & Friends Slack channel"	1	
"NYC podcast listserv"	2	
"On the Morning Edition host's group Facebook page"	1	1
"Portland Community College Paralegal Chair Email"	1	
"Recruiter"	1	
"URL Media recruiter"	2	
Corporation for Public Broadcasting (CPB)	8	1
Craigslist - Portland	7	
Current (we did not post this job here)	1	
From a colleague	6	1
From a current OPB employee	22	3
Glassdoor (aggregate site)	5	1
Google search	6	
Handshake	1	
Indeed	38	7
Lensa (we did not post here)	1	
LinkedIn	1	2
LinkedIn (OPB employee accounts)	1	
Mac's List	8	1
OPB All Staff email	5	3
OPB Linkedin	10	
OPB Website	37	3
Oregon Media Production Association (OMPA)	2	1
PDXMindshare	1	
Society of Environmental Journalists (SEJ)	1	
Spencer Stuart's proprietary networks	8	1
Twitter aka X	7	1
Urban League of Portland	1	
Total interviewed	189	
Total Hired		28

#### **LOCAL AFFIRMATIVE ACTION:**

Affiliated Tribes of Northwest Indians

P.O Box 66209

Portland, Oregon 97290 Phone: (503) 249-5770 https://atnitribes.org/

Asian Health and Services Center (AHSC)

9035 SE Foster Rd. Portland, OR 97266 Phone: (503) 872-8822 https://www.ahscpdx.org/

Goodwill Industries of the Columbia Willamette

1943 SE Sixth Avenue Portland, OR 97214 https://meetgoodwill.org/

Hispanic Metropolitan Chamber of Commerce

1618 SW 1st Ave #250 Portland, OR 97201 Phone: (503) 222-0280 https://hmccoregon.com/

Klamath Tribal Health 330 Chiloquin Boulevard Chiloquin, OR 97624 Phone: (541) 882-1487

http://www.klamathtribalhealth.org/

PDX Women in Technology 221 SE Ankeny Street Portland, OR 97214 Phone: (503) 928-2250 https://www.pdxwit.org/

Oregon Advocacy Commission Office (OACO)

P.O. Box 17550 Portland, OR 97217 Phone: (503) 910-3090

https://www.oregon.gov/oac/pages/index.aspx

Oregon Commission on Black Affairs

800 NE Oregon St # 930 Phone (503) 731-4582

https://www.oregon.gov/oac/ocba/pages/index.aspx

Partners In Diversity 121 SW Salmon St #1440 Portland, OR 97204 Phone: (503) 224-8684

https://www.partnersindiversity.org/

Urban League of Portland

10 N. Russell St. Portland, OR 97227 Phone: (503) 280-2600

https://ulpdx.org/

#### **NATIONAL AFFIRMATIVE ACTION:**

Asian American Journalists Association (AAJA) 5 Third St. Suite 1108 San Francisco, CA 94103 Phone: (202) 729-8383 https://www.aaja.org/

Blacks in Technology 4132 Foxpoint Ridge Cleves, Ohio 45002 Phone: (984) 217-7890 https://www.blacksintechnology.net/

Journalism Next Phone: (703) 629-0178 https://www.journalismnext.com/

National Association of Black Journalists (NABJ) 1100 Knight Hall, Suite 3101 College Park, MD 20742 Phone: (301) 405-0248 https://nabjonline.org/ National Association of Hispanic Journalists (NAHJ) 1050 Connecticut Ave, NW 5th Floor Washington, DC 20036 Phone: (866) 624-5674 https://nahj.org/

Native American Journalists Association (NAJA) 395 West Lindsey Street Norman, OK 73019 Phone: (405) 325-9008 https://najanewsroom.com/

Professional Diversity Network 55 E Monroe Street Chicago, IL 60603 Phone: (312) 614-0950 https://dei.prodivnet.com/talentally/

Women in Technology National 200 Little Falls Street, Suite 205 Falls Church, VA 22046 Phone: (703) 349-1044 https://www.womenintechnology.org/

# Prong 3: Participation in longer-term recruitment initiatives, such as job fairs, scholarship and internship programs, and community events designed to inform the public of employment opportunities in broadcasting.

### (1) Participation in six job fairs by station personnel with hiring responsibilities.

OPB joined NPR and two dozen other public media organizations from across the country as part of the ongoing nationwide public media recruiting efforts called Think Public Media. OPB's People and Culture Representatives along with journalists and editors attended the following conferences as part of our recruitment efforts:

- NAHJ National Association of Hispanic Journalists July 9 13
- AAJA Asian American Journalists Association August 7-10
- NLGJA Association of LGBTQ+ Journalists September 5 7

OPB People & Culture Generalist in collaboration with staff representatives from NPR, MPR and KQED attended and participated in recruitment efforts at the Indigenous Media Conference July 25-27, 2024.

OPB's People & Culture Generalists as well as other OPB reporters and editors, some of which participated in conference panels, attended Building a Better Journalist conference hosted by SPJ Pro Chapter and the AAJA Portland Chapter was attended on October 28, 2023.

OPB People and Culture representatives tabled at the following local events and job fairs:

- University Of Oregon Fall Career & Internship Expo on October 18, 2023
- Oregon State University School of Communication Career Fair on November 1, 2023

## (5) Establishment of an internship program designed to develop skills needed for broadcast employment

For the summer of 2024 we hosted four paid interns in our Content department for a 10-week summer program. The students were in the following internships: Charles Snowden Program for Excellence in Journalism Internship, Maynard E. Orme Internship, Jon R. Tuttle Journalism and Production Diversity Internship and Internship for Emerging Journalists. They were from the: University of Oregon (2), Washington University in St. Louis and Scripps College.

People & Culture and OPB's Training Editor worked closely to build a curriculum centered on teaching relevant skills for today's media landscape. In addition to their daily responsibilities, they engaged in weekly training sessions that cover a broad range of storytelling forms and tools. Internship managers provided interns with opportunities to produce their own work across multiple platforms and ensured that there was ample opportunity to shadow veteran journalists in the field. Through this program OPB interns were also able to learn more about opportunities in public media and foster relationships with each other.

We continue to host paid legal externs from the following law schools: University of Oregon, Lewis & Clark College and Willamette University. In the past year, we've hosted 6 legal externs, two per term and two over the summer.

## (12) Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities (such as a state broadcasters association).

For all of our upper-level openings, we listed them in a job bank or newsletter of a media trade group with a broad-based membership. This year we had three upper-level openings. Each job posting had slightly different places we advertised, noted below:

### Director of Platform & Product:

OPB LinkedIn, Corporation for Public Broadcasting, Greater Public, Hispanic Metropolitan Chamber of Commerce – Oregon, NETA, Partners In Diversity, Professional Diversity Network, Nonprofit Association of Oregon, Urban League of Portland, Women in Technology, Oregon Institute of Technology, Product Manager Job Board, Handshake, and Indeed.

## **Director of Media Operations:**

OPB LinkedIn, Corporation for Public Broadcasting, Greater Public, Hispanic Metropolitan Chamber of Commerce – Oregon, NETA, Partners in Diversity, Nonprofit Association of Oregon, Urban League of Portland, Handshake, and Indeed.

## Director, Digital Membership:

OPB LinkedIn, Corporation for Public Broadcasting, Greater Public, Hispanic Metropolitan Chamber of Commerce – Oregon, NETA, Partners in Diversity, Nonprofit Association of Oregon, Urban League of Portland, Handshake, and Indeed.

## (14) Providing training to management level personnel and governing board as to methods of ensuring equal employment opportunity and preventing discrimination.

- As part of OPB's hiring processes, our People & Culture Generalist engages each hiring panel in bias awareness training, focusing on the biases that often happen during hires.
- OPB staff completed CPB's required updated Harassment Prevention Training by the September 30, 2024 deadline.
- OPB Trained our People Managers using 15Five on a series of critical topics from October 2023 ending in June 2024, including Diversity, Equity, Inclusion, & Belonging, Manager as Coach and Building Strong Relationships, Making 1-on-1s Meaningful, Feedback for Redirection, Feedback for Appreciation, Role Clarity & Energizing Work, Moving from Burnout to Thriving, and Managing Performance all of which reinforced equal opportunity and prevention of discrimination.
- As part of our CEO search process, the board of directors completed bias awareness training at their March 2024 board meeting, focusing on the biases that often happen during hires, similar to what our other hiring panels receive.