



**OREGON PUBLIC BROADCASTING  
ANNUAL EEO PUBLIC FILE REPORT**

For the period commencing September 22, 2017 and ending September 21, 2018

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/Glendon 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)

Job Title	Total Interviewed for the Position	Recruitment Sources / Total Number Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<b>Political Reporter/ Producer</b>  <b>10/16/17</b>	<p align="center"><b>6</b></p>	OPB Website OPB All Staff email (1) OPB Staff Lounge OPB LinkedIn LinkedIn Groups (Success Minded African Americans, Oregon Professionals of Color, Public Radio Service Alumni, Public Radio, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, OPB Alumni, Hacking Journalism, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition, UNITY: Journalists for Diversity, Online reporters and editors) OPB Twitter #mediadiversity #thinkpublicmedia (1) Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Seattle Mac's List Nonprofit Association of Oregon	Twitter (OPB employee accounts)

	<p> Mosaic Metier  Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Journalism Jobs  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Journalism Next  Online News Association  South Asian Journalists Association  Media Bistro/Adweek  Current  Greater Public  USC Annenberg School for Communications &amp; Journalism  UC Berkeley Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  The Journalism School at Columbia University  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass  Communication  University of Oregon School of Journalism and Communication and via Twitter  CUNY (City University of New York aka CCNY)  University of Missouri </p>	
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		University of Missouri Journalism School NYU Journalism School Producers Workshop Online and Next Generation Leadership Fellows' email group - (OPB employee posted) WGBH (OPB employee posted) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) <b>(2)</b> Notified by current OPB staff member <b>(2)</b>	
<b>Information Security Administrator</b>  <b>10/17/17</b>	<b>3</b>	OPB Website OPB All Staff email <b>(1)</b> OPB Staff Lounge LinkedIn Group (OPB Alumni) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Portland Community College Clackamas Community College Community Nonprofit Resource Group Idealist Institute for Nonprofit Management (INPM) listserv at Portland State University PBS Jobline Young Nonprofit Professionals Association (YNPN) Technology Association of Oregon (TAO) Women in Technology - Portland	OPB All Staff email

		<p>Women in Technology - National  Latinos in Information Science and Technology Association (LISTA)  Blacks in Technology  Oregon State University  Western Oregon University  Oregon Institute of Technology  Facebook (OPB employee accounts) (1)  Twitter (OPB employee accounts)  LinkedIn (OPB employee accounts)  Indeed (aggregate site – not posted by OPB) (1)</p>	
<p><b>Product Owner</b>   <b>10/30/17</b></p>	<p><b>5</b></p>	<p>OPB Website (1)  OPB All Staff email  OPB Staff Lounge  LinkedIn Group (OPB Alumni)  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Portland Community College  Clackamas Community College  Community Nonprofit Resource Group  Idealist  Institute for Nonprofit Management (INPM) listserv at Portland State University  Young Nonprofit Professionals Association (YNPN)  Technology Association of Oregon (TAO)</p>	<p>OPB Website</p>

		<p>Oregon State University  Western Oregon University  Oregon Institute of Technology  PBS Jobline  Women in Technology - Portland  Women in Technology - National  Latinos in Information Science and Technology Association (LISTA)  Blacks in Technology  Twitter (OPB employee accounts)  LinkedIn (OPB employee accounts)  Glassdoor (aggregate site – not posted by OPB) (2)  Indeed (aggregate site – not posted by OPB) (2)</p>	
<p><b>Think Out Loud Producer</b>  <b>10/30/17</b></p>	<p><b>9</b></p>	<p>OPB Website (4)  OPB All Staff email  OPB Staff Lounge  OPB LinkedIn  LinkedIn Groups (Oregon Professionals of Color, Public Radio, Public Broadcasting Service Alumni, Media Diplomat, Media Jobs, National Association of Hispanic Journalists, OPB Alumni, Success Minded African Americans, Broadcast and Radio Professionals, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition, Mac's List, Native American Journalists Association, Talking Radio, ThoseinMedia, UNITY: Journalists for Diversity)  OPB Twitter #mediadiversity #thinkpublicmedia (1)  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslis Portland  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  Urban League of Portland  CPB jobline (1)  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon</p>	<p>Twitter  #thinkpublicmedia</p>

		<p>Journalism Next  Journalism Jobs <b>(1)</b>  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Online News Association  South Asian Journalists Association  Media Bistro/Adweek  Current  Capital Press Club  Greater Public  Public Radio News Directors, Inc.  USC Annenberg School for Communications &amp; Journalism  UC Berkeley Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  The Journalism School at Columbia University  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication  University of Oregon School of Journalism and Communication  CUNY (City University of New York aka CCNY)  University of Missouri  University of Missouri Journalism School  NYU Journalism School  Facebook (OPB employee accounts) <b>(1)</b>  Facebook groups via OPB employee (Public Media Journalists and Public Media Millennials)</p>	
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		<p>LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Thinkpublicmedia.org (this group's careers page has a link that redirects to OPB's careers page) <b>(1)</b></p>	
<p><b>Network Center Support Technician</b></p> <p><b>10/30/17</b></p>	<p><b>7</b></p>	<p>OPB Website <b>(3)</b>  OPB All Staff email  OPB Staff Lounge  OPB LinkedIn  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland <b>(2)</b>  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Current  PBS Jobline  Network and System Professional Association (NaSPA)  Women in Technology - Portland  Women in Technology - National  Latinos in Information Science and Technology Association (LISTA)  Blacks in Technology  Washington State University  Oregon Institute of Technology  Oregon State University  Portland Community College  Clackamas Community College  Chemeketa Community College  Indeed (aggregate site – not posted by OPB) <b>(1)</b>  Notified by current OPB staff member <b>(1)</b></p>	<p>Indeed (not posted by OPB)</p>

<p><b>Weekend Edition Host/Producer</b></p> <p><b>11/1/17</b></p>	<p><b>2</b></p>	<p>OPB Website (1)  OPB All Staff email (1)  OPB Staff Lounge  OPB LinkedIn  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Craigslist Seattle  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Journalism Jobs  Media Moves  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Journalism Next  Online News Association  South Asian Journalists Association  Media Bistro/Adweek  Current  Public Radio Program Directors, Inc.  USC Annenberg School for Communications &amp; Journalism  UC Berkeley Graduate School of Journalism</p>	<p>OPB All Staff email</p>
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		<p>Berkeley          Knight Digital Media Center (UC Berkeley)          Knight Digital Media Center (USC Annenberg)          Indiana University School of Journalism          Bennett College          The Journalism School at Columbia University          Columbia          Medill Northwestern University          Emerson College          University of Wisconsin-Madison          New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication          University of Oregon School of Journalism and Communication          CUNY (City University of New York aka CCNY)          University of Missouri          NYU Journalism School          LinkedIn (OPB employee accounts)          Twitter (OPB employee accounts)</p>	
<p><b>KMHD Host/          Announcer</b></p> <p><b>11/1/17</b></p>	<p><b>4</b></p>	<p>OPB Website          OPB All Staff email (2)          OPB Staff Lounge          OPB Twitter #mediadiversity #thinkpublicmedia          OPB LinkedIn          Local Organizations (see organizations noted with a * in the Resource Agencies section)          Craigslist Portland          Mac's List          Nonprofit Association of Oregon          Mosaic Metier          Urban League of Portland          CPB jobline          University of Oregon          Hispanic Metro Chamber          Portland State University          WorkSource Oregon</p>	<p>OPB All Staff email</p>

		<p>KMHD Twitter  KMHD Facebook  Public Radio Program Directors  All Access  Media Bistro  Current.org  Greater Public  PRX  Syracuse alumni jobs board (shared by OPB employee)  UC Berkeley School of Journalism (not posted by OPB) <b>(1)</b>  Facebook (OPB employee accounts) <b>(1)</b>  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)</p>	
<p><b>Executive Editor, Science and Environment</b></p> <p><b>11/15/17</b></p>	<p><b>7</b></p>	<p>OPB Website <b>(1)</b>  OPB All Staff email <b>(4)</b>  OPB Staff Lounge  OPB LinkedIn  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Society of Environmental Journalists  Journalism Next  Journalism Jobs  Society of Professional Journalists  National Association of Hispanic Journalists</p>	<p>OPB All Staff email</p>

	<p> Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Online News Association  South Asian Journalists Association  Media Bistro/Adweek  Current  Greater Public  USC Annenberg School for Communications &amp; Journalism  UC Berkeley  UC Berkeley Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  Columbia  The Journalism School at Columbia University  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass  Communication  University of Oregon School of Journalism and Communication  CUNY (City University of New York aka CCNY)  University of Missouri  NYU Journalism School  University of Texas Film School  George Washington University Film School  Stanford Film School  Oregon Film/Confluence  Production Hub  Oregon Media Production Association  Women in Film Portland chapter  Women in Film Bay Area chapter </p>	
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		<p>Women in Film Los Angeles chapter  Women in Film Seattle  National Association of Science Writers  Association of Health Care Journalists  Facebook (OPB employee accounts)  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Notified by current OPB employee  Indeed (aggregate site – not posted by OPB) <b>(1)</b>  Notified by former colleague <b>(1)</b></p>	
<p><b>Reporter/  Producer</b></p> <p><b>12/28/17</b></p>	<p><b>5</b></p>	<p>OPB Website  OPB All Staff email  OPB Staff Lounge  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Craigslist Seattle  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  Urban League of Portland  CPB jobline <b>(1)</b>  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Journalism Jobs <b>(1)</b>  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association <b>(1)</b>  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications</p>	<p>Notified by public media colleague</p>

		<p>Poynter.org  Journalism Next  Online News Association  South Asian Journalists Association  Media Bistro/Adweek  Current  Greater Public  USC Annenberg School for Communications &amp; Journalism  UC Berkeley Graduate School of Journalism  Berkeley  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  The Journalism School at Columbia University  Columbia  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication  University of Oregon School of Journalism and Communication  CUNY (City University of New York aka CCNY)  University of Missouri  NYU Journalism School  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Notified by public media colleague <b>(1)</b>  Journalists of Color in Public Media Facebook group (not posted by OPB) <b>(1)</b></p>	
<p><b>Technology Project Manager</b>  1/23/18</p>	<p><b>7</b></p>	<p>OPB Website <b>(2)</b>  OPB All Staff email  OPB Staff Lounge  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)</p>	<p>OPB Website</p>

		<p>           Craigslist Portland            Mac's List <b>(1)</b>            Nonprofit Association of Oregon            Mosaic Metier            Urban League of Portland            CPB jobline            University of Oregon            Hispanic Metro Chamber            Portland State University            WorkSource Oregon            Community Nonprofit Resource Group (CNRG)            Idealist            Institute for Nonprofit Management (INPM) listserv at Portland State University            Young Nonprofit Professionals Association (YNPN)            PBS Jobline            Network and System Professional Association (NaSPA)            Institute of Electrical and Electronics Engineers (IEEE)            Society of Broadcast Engineers national            Society of Broadcast Engineers local chapters 76, 141, 124            Women in Technology - Portland            Women in Technology - National            Latinos in Information Science and Technology Association (LISTA)            Blacks in Technology            Technology Association of Oregon (TAO)            Washington State University            University of Portland            LinkedIn (OPB employee accounts)            Notified by a friend <b>(1)</b>            Indeed (aggregate site – not posted by OPB) <b>(3)</b> </p>	
<p> <b>Membership Retention Coordinator</b>   <b>3/6/18</b> </p>	<p>7</p>	<p>           OPB Website <b>(1)</b>            OPB All Staff email <b>(2)</b>            OPB Staff Lounge            OPB LinkedIn <b>(1)</b>            LinkedIn Groups (Oregon Professionals of Color, Success Minded African Americans, OPB Alumni, Public Broadcasting Service Alumni, Public Radio, pdxMindShare, Mac's List, NonProfit Network, Nonprofit Philanthropy Jobs, The Chronicle of Philanthropy, Willamette         </p>	<p>OPB All Staff email</p>

		<p>Valley Development Officers WVDO)  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Mac's List <b>(3)</b>  Nonprofit Association of Oregon  Mosaic Metier  Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Community Nonprofit Resource Group (CNRG)  Idealist  Institute for Nonprofit Management (INPM) listserv at Portland State University  Young Nonprofit Professionals Association  Willamette Valley Development Officers (WVDO) plus eblast  Portland Community College  Washington State University  LinkedIn (OPB employee accounts)</p>	
<p><b>Political Reporter/ Producer</b>  <b>3/12/18</b></p>	<p><b>6</b></p>	<p>OPB Website <b>(2)</b>  OPB All Staff email  OPB Staff Lounge  OPB LinkedIn  LinkedIn Groups (Oregon Professionals of Color, Success Minded African Americans, Public Radio, Public Broadcasting Service Alumni, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, OPB Alumni, Journalist Jobs, Journalism Jobs, UNITY, Thoseinmedia, Talking Radio, Online Reporters and Editors)  OPB Twitter #mediadiversity #thinkpublicmedia <b>(1)</b>  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Craigslist Seattle  Mac's List</p>	<p>OPB Twitter</p>

	<p> Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Partners in Diversity  Greater Public  Journalism Jobs  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Journalism Next  Online News Association  South Asian Journalists Association  Adweek/Media Bistro  Current  USC Annenberg School for Communications &amp; Journalism  UC Berkeley  UC Berkeley Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  Columbia  The Journalism School at Columbia University  Medill Northwestern University  Emerson  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass  Communication  University of Oregon School of Journalism and Communication </p>	
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		<p>CUNY (City University of New York aka CCNY)  University of Missouri Journalism School  NYU Journalism School  Facebook (OPB employee accounts)  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts) (3)</p>	
<p><b>Researcher/  Writer,  Science &amp;  Environment</b></p> <p><b>3/30/18</b></p>	<p><b>9</b></p>	<p>OPB Website (7)  OPB All Staff email  OPB Staff Lounge  OPB LinkedIn  LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, pdxMindShare, Mac's List, Innovation Journalism, UNITY, Journalist Jobs, Journalists in Transition, Online Reporters and Editors)  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Craigslist Seattle  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Society of Environmental Journalists  Journalism Next  Journalism Jobs  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association</p>	<p>Notified by a friend</p>

		<p>Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Online News Association  South Asian Journalists Association  Current  Greater Public  USC Annenberg School for Communications &amp; Journalism  UC Berkeley Graduate School of Journalism  Berkeley  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  The Journalism School at Columbia University  Columbia  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication  University of Oregon School of Journalism and Communication  CUNY (City University of New York aka CCNY)  University of Missouri  Youth Radio (via OPB employee)  Facebook (OPB employee accounts)  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)  Notified by a friend <b>(1)</b>  Radio meetup group Listen Up! (not posted by OPB) <b>(1)</b></p>	
<b>Researcher/ Writer, Arts &amp; Culture</b>	<b>11</b>	<p>OPB Website <b>(3)</b>  OPB All Staff email <b>(1)</b>  OPB Staff Lounge  OPB LinkedIn</p>	Journalism Jobs

<p><b>3/30/18</b></p>	<p>         LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, pdxMindShare, Mac's List, Innovation Journalism, UNITY, Journalist Jobs, Journalists in Transition, Online Reporters and Editors)          OPB Twitter #mediadiversity #thinkpublicmedia          Local Organizations (see organizations noted with a * in the Resource Agencies section)          Craigslist Portland          Craigslist Seattle          Mac's List          Nonprofit Association of Oregon          Mosaic Metier          Urban League of Portland          CPB jobline <b>(2)</b>          University of Oregon          Hispanic Metro Chamber          Portland State University          WorkSource Oregon          Journalism Next          Journalism Jobs <b>(1)</b>          Society of Professional Journalists          National Association of Hispanic Journalists          Latino Public Radio Consortium          Asian American Journalists Association          Native American Journalists Association          National Association of Black Journalists          Pacific Islanders in Communications          Poynter.org          Online News Association          South Asian Journalists Association          Current          Greater Public          Oregon Film aka The Confluence          Production Hub          Oregon Media Production Association          Women in Film and Video - Portland       </p>	
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	<p>Women in Film and Video - Bay Area  TV News Check  Adweek/Media Bistro  Center for Asian American Media (CAAM)  Regional Arts and Culture Council <b>(1)</b>  USC Annenberg School for Communications &amp; Journalism  UC Berkeley Graduate School of Journalism  UC Berkeley  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  The Journalism School at Columbia University  Columbia  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass  Communication  University of Oregon School of Journalism and Communication  CUNY (City University of New York aka CCNY)  University of Missouri  NYU Journalism School  UCLA film school  University of Texas film school  George Washington U film school  Stanford film school  Stanford University  Syracuse Master's in Arts Journalism  Youth Radio (via OPB employee)  Facebook (OPB employee accounts)  LinkedIn (OPB employee accounts)  Notified by current OPB staff member <b>(1)</b>  Indeed (aggregate site – not posted by OPB) <b>(2)</b></p>	
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<p><b>All Things Considered Producer/ News Anchor</b></p> <p><b>4/2/18</b></p>	<p><b>4</b></p>	<p>OPB Website (1)  OPB All Staff email (2)  OPB Staff Lounge  OPB LinkedIn  LinkedIn Groups (OPB Alumni, Oregon Professionals of Color, Success Minded African Americans, Public Radio, Public Broadcasting Service Alumni, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, pdxMindShare, Mac's List, UNITY, ThoseinMedia, Talking Radio, Online Reporters and Editors)  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Craigslist Seattle  Mac's List  Nonprofit Association of Oregon  Mosaic Metier  Urban League of Portland  CPB jobline (1)  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Journalism Jobs  Media Moves  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Journalism Next  Online News Association  South Asian Journalists Association</p>	<p>OPB All Staff email</p>
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		<p>Adweek/Media Bistro  Current  Greater Public  Public Radio Program Directors, Inc.  USC Annenberg School for Communications &amp; Journalism  UC Berkeley  UC Berkeley Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  Columbia  The Journalism School at Columbia University  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication  University of Oregon School of Journalism and Communication  CUNY (City University of New York aka CCNY)  University of Missouri Journalism School  NYU Journalism School  Facebook groups via OPB employee (Public Media Journalists and Radio Women Rule the World)  LinkedIn (OPB employee accounts)  Twitter (OPB employee accounts)</p>	
<p><b>Producer/  Reporter  Oregon Field  Guide</b></p> <p><b>5/21/18</b></p>	<p><b>7</b></p>	<p>OPB Website (2)  OPB All Staff email (2)  OPB Staff Lounge  OPB LinkedIn  LinkedIn Groups (OPB Alumni, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, Success minded African Americans, Meida Jobs, National Association of Hispanic Journalists, Native American Journalists Association, Journalist Jobs, Journalism Jobs, Online Reporters and Editors, ThoseInMedia)  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource</p>	<p>OPB All Staff  email</p>

	<p>Agencies section)          Craigslist Portland          Mac's List          Nonprofit Association of Oregon          Urban League of Portland          Mt. Hood Community College          CPB jobline          University of Oregon          Hispanic Metro Chamber          Portland State University          WorkSource Oregon          Partners in Diversity          Greater Public          Society of Environmental Journalists <b>(1)</b>          Journalism Jobs          Society of Professional Journalists          National Association of Hispanic Journalists          Latino Public Radio Consortium          Asian American Journalists Association          Native American Journalists Association          National Association of Black Journalists          Pacific Islanders in Communications          Poynter.org          Journalism Next          Online News Association          South Asian Journalists Association          Adweek/Media Bistro          USC Annenberg School for Communications &amp; Journalism          UC Berkeley          UC Berkeley Graduate School of Journalism          Knight Digital Media Center (UC Berkeley)          Knight Digital Media Center (USC Annenberg)          Indiana University School of Journalism          Bennett College          Columbia          The Journalism School at Columbia University          Medill Northwestern University</p>	
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		<p>Emerson  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication  University of Oregon School of Journalism and Communication  CUNY (City University of New York aka CCNY)  University of Missouri Journalism School (via OPB employee)  John Hopkins science reporting program (via OPB employee)  Facebook group via OPB employee (USC Film School Alumni)  UC Berkeley J-School Alumni list (via OPB employee)  Institute for Journalism and Natural Resources (via OPB employee)  Twitter (OPB employee accounts), including #oregonfieldguide #pubmedia #journalismjobs  Facebook (OPB employee accounts)  LinkedIn (OPB employee accounts)  Notified by current OPB staff member <b>(1)</b>  Notified by a public media colleague <b>(1)</b></p>	
<p><b>Systems Administrator</b>  5/29/18</p>	<p><b>8</b></p>	<p>OPB Website <b>(1)</b>  OPB All Staff email  OPB Staff Lounge  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland <b>(2)</b>  Mac's List  Nonprofit Association of Oregon  Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Mt. Hood Community College  Partners in Diversity  Greater Public</p>	<p>Notified by current OPB staff member</p>



		<p>Women in Technology - Portland  Women in Technology - National  Latinos in Information Science and Technology Association (LISTA)  Blacks in Technology  Network and System Professional Association (NaSPA)  Engineering Technology Advisory Committee (PBS) (via OPB employee)  Technology Association of Oregon (TAO)  Community Nonprofit Resource Group (CNRG)  Idealist  Young Nonprofit Professionals Association of Portland (via LinkedIn)  PBS Jobline  Oregon State University  Western Oregon University  Oregon Institute of Technology  Portland Community College  Clackamas Community College  Chemeketa Community College  Twitter (OPB employee accounts)  LinkedIn (OPB employee accounts)  Indeed (aggregate site – not posted by OPB) <b>(4)</b>  Notified by current OPB staff member <b>(1)</b></p>	
<p><b>NW Region  Chief  Engineer</b></p> <p><b>5/31/18</b></p>	<p><b>4</b></p>	<p>OPB Website  OPB All Staff email  OPB Staff Lounge  OPB LinkedIn  LinkedIn Groups (Oregon Professionals Of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, Broadcast Engineering, Broadcast And Radio Professionals, Broadcast And Broadcast Technology Recruitment, Opb Alumni, Rf Job/Engineers, Radio Network Planning And Optimization, Broadcast Media Professionals, Oregon Association Of Broadcasters)  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Mac's List  Nonprofit Association of Oregon</p>	<p>Society of Broadcast Engineers national</p>

		<p>Urban League of Portland  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Mt. Hood Community College  Partners in Diversity  Greater Public  Women in Technology - Portland  Women in Technology - National  Latinos in Information Science and Technology Association (LISTA)  Blacks in Technology  Society of Broadcast Engineers local chapters 76, 141, 124  Society of Broadcast Engineers listserv (via OPB employee)  Society of Broadcast Engineers national <b>(2)</b>  Network and System Professional Association (NaSPA)  Engineering Technology Advisory Committee (PBS) (via OPB employee)  Washington State University  Oregon Institute of Technology  Oregon State University  Eastern Oregon University  Central Oregon Community College  Portland Community College  LinkedIn (OPB employee accounts)  Notified by a colleague <b>(1)</b>  Indeed (aggregate site – not posted by OPB) <b>(1)</b></p>	
<p><b>Central Oregon Reporter/ Producer</b>  <b>7/9/18</b></p>	<p><b>7</b></p>	<p>OPB Website <b>(3)</b>  OPB All Staff email  OPB Staff Lounge  OPB LinkedIn  LinkedIn Group (OPB Alumni)  OPB Twitter #mediadiversity #thinkpublicmedia <b>(1)</b>  Local Organizations (see organizations noted with a * in the Resource Agencies section)</p>	<p>Notified by current OPB staff member</p>

	<p>           Craigslist Portland            Craigslist Bend            Mac's List            Nonprofit Association of Oregon            Urban League of Portland            Mt. Hood Community College            CPB jobline            University of Oregon            Hispanic Metro Chamber            Portland State University            WorkSource Oregon            Partners in Diversity            Greater Public            Journalism Jobs            Society of Professional Journalists            National Association of Hispanic Journalists            Latino Public Radio Consortium            Asian American Journalists Association            Native American Journalists Association            National Association of Black Journalists            Pacific Islanders in Communications            Poynter.org            Journalism Next            Online News Association            South Asian Journalists Association            Adweek/Media Bistro            USC Annenberg School for Communications &amp; Journalism            UC Berkeley            UC Berkeley Graduate School of Journalism            Knight Digital Media Center (UC Berkeley)            Knight Digital Media Center (USC Annenberg)            Indiana University School of Journalism            Bennett College            Columbia            The Journalism School at Columbia University            Medill Northwestern University            Emerson         </p>	
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		University of Wisconsin-Madison New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Facebook groups (Journalists of Color) – not posted by OPB <b>(1)</b> Facebook groups (Public Radio group) – not posted by OPB <b>(1)</b> Notified by current OPB staff member <b>(1)</b>	
<b>Senior Accountant</b>  <b>7/16/18</b>	<b>9</b>	OPB Website <b>(1)</b> OPB All Staff email OPB Staff Lounge OPB LinkedIn <b>(1)</b> OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland <b>(1)</b> Mac's List <b>(3)</b> Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity National Educational Telecommunications Association Greater Public Community Nonprofit Resource Group (CNRG) Idealist.org Young Nonprofit Professionals Association (Portland)	Indeed (not posted by OPB)

		Nonprofit Talent Oregon State University Western Oregon University LinkedIn (OPB employee accounts) Indeed (aggregate site – not posted by OPB) <b>(2)</b> Glassdoor (aggregate site – not posted by OPB) <b>(1)</b>	
<b>Member Experience Manager</b>  <b>8/1/18</b>	<b>9</b>	OPB Website <b>(2)</b> OPB All Staff email <b>(1)</b> OPB Staff Lounge OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List <b>(4)</b> Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College CPB jobline University of Oregon Hispanic Metro Chamber Portland State University WorkSource Oregon Partners in Diversity National Educational Telecommunications Association Greater Public Community Nonprofit Resource Group (CNRG) Idealist Institute for Nonprofit Management (INPM) listserv at Portland State University Young Nonprofit Professionals Association Willamette Valley Development Officers (WVDO) plus eblast <b>(1)</b> Portland Community College Washington State University Vancouver Ozarks Public Television (via OPB employee) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts)	OPB Website

		Twitter (OPB employee accounts) Indeed (aggregate site – not posted by OPB) (1)	
<b>Producer, State of Wonder</b>  <b>8/1/18</b>	<b>10</b>	<p>OPB Website (2)  OPB All Staff email (1)  OPB Staff Lounge  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland  Mac's List  Nonprofit Association of Oregon  Urban League of Portland  Mt. Hood Community College  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Partners in Diversity  National Educational Telecommunications Association  Greater Public  Journalism Jobs  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Journalism Next  Online News Association  South Asian Journalists Association  USC Annenberg School for Communications &amp; Journalism  UC Berkeley</p>	Notified by current OPB staff member

		<p>UC Berkeley Graduate School of Journalism          Knight Digital Media Center (UC Berkeley)          Knight Digital Media Center (USC Annenberg)          Indiana University School of Journalism          Bennett College          Columbia          The Journalism School at Columbia University          Medill Northwestern University          Emerson          University of Wisconsin-Madison          New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass Communication          University of Oregon School of Journalism and Communication          CUNY (City University of New York aka CCNY)          University of Missouri Journalism School          opbmusic Facebook page          Facebook groups (Journalists of Color in Public Media) by OPB employee          Facebook (OPB employee accounts) <b>(1)</b>          LinkedIn (OPB employee accounts) <b>(1)</b>          Twitter (OPB employee accounts)          Notified by current OPB staff member <b>(3)</b>          Word of mouth <b>(1)</b>          notified by a colleague via Twitter <b>(1)</b></p>	
<p><b>Reporter/          Producer</b>   <b>8/31/18</b></p>	<p><b>8</b></p>	<p>OPB Website <b>(2)</b>          OPB All Staff email          OPB Staff Lounge          OPB Twitter #mediadiversity #thinkpublicmedia <b>(1)</b>          Local Organizations (see organizations noted with a * in the Resource Agencies section)          Craigslist Portland          Mac's List          Nonprofit Association of Oregon          Urban League of Portland          Mt. Hood Community College          CPB jobline <b>(1)</b></p>	<p>Notified by public media colleague</p>

	<p> University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Partners in Diversity  National Educational Telecommunications Association  Greater Public  Journalism Jobs  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association  National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Journalism Next  Online News Association  South Asian Journalists Association  Media Bistro  USC Annenberg School for Communications &amp; Journalism  UC Berkeley  UC Berkeley Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  Columbia  The Journalism School at Columbia University  Medill Northwestern University  Emerson  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass  Communication  University of Oregon School of Journalism and Communication  CUNY (City University of New York aka CCNY)  University of Missouri Journalism School </p>	
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		<p>WAMU (via OPB employee)          Facebook (OPB employee accounts)          LinkedIn (OPB employee accounts) <b>(1)</b>          Twitter (OPB employee accounts) <b>(1)</b>          Notified by public media colleague <b>(1)</b>          Notified by a colleague <b>(1)</b></p>	
<p><b>Network Center Support Technician (Bend)</b></p> <p><b>9/5/18</b></p>	<p><b>7</b></p>	<p>OPB Website <b>(3)</b>          OPB All Staff email          OPB Staff Lounge          OPB Twitter #mediadiversity #thinkpublicmedia          Local Organizations (see organizations noted with a * in the Resource Agencies section)          Craigslist Portland          Craigslist Bend          Mac's List          Nonprofit Association of Oregon          Urban League of Portland          CPB jobline          University of Oregon          Hispanic Metro Chamber          Portland State University          WorkSource Oregon          Mt. Hood Community College          Partners in Diversity          Greater Public          HireVeterans          Engineering Technology Advisory Committee (PBS) (via OPB employee)          Women in Technology - Portland          Women in Technology - National          Latinos in Information Science and Technology Association (LISTA)          Blacks in Technology          Society of Broadcast Engineers local chapters 76, 141, 124          Society of Broadcast Engineers listserv (via OPB employee)          Society of Broadcast Engineers national          Network and System Professional Association (NaSPA)</p>	<p>Indeed (not posted by OPB)</p>

		<p>Washington State University  Oregon Institute of Technology  Oregon State University  Eastern Oregon University  Central Oregon Community College  Portland Community College  Twitter (OPB employee accounts)  LinkedIn (OPB employee accounts) <b>(1)</b>  Indeed (aggregate site – not posted by OPB) <b>(2)</b>  PBS Tech Con (met OPB employee) <b>(1)</b></p>	
<p><b>Senior  Camera  Operator/  Editor</b></p> <p><b>9/17/18</b></p>	<p><b>13</b></p>	<p>OPB Website <b>(5)</b>  OPB All Staff email  OPB Staff Lounge  OPB Twitter #mediadiversity #thinkpublicmedia  Local Organizations (see organizations noted with a * in the Resource Agencies section)  Craigslist Portland <b>(1)</b>  Mac's List  Nonprofit Association of Oregon  Urban League of Portland  Mt. Hood Community College  CPB jobline  University of Oregon  Hispanic Metro Chamber  Portland State University  WorkSource Oregon  Partners in Diversity  National Educational Telecommunications Association  Greater Public  Journalism Jobs  Society of Professional Journalists  National Association of Hispanic Journalists  Latino Public Radio Consortium  Asian American Journalists Association  Native American Journalists Association</p>	<p>Notified by  current OPB  staff member</p>

	<p> National Association of Black Journalists  Pacific Islanders in Communications  Poynter.org  Journalism Next  South Asian Journalists Association  Adweek/Media Bistro  Media Match  USC Annenberg School for Communications &amp; Journalism  UC Berkeley  UC Berkeley Graduate School of Journalism  Knight Digital Media Center (UC Berkeley)  Knight Digital Media Center (USC Annenberg)  Indiana University School of Journalism  Bennett College  Columbia University  The Journalism School at Columbia University  Medill Northwestern University  Emerson College  University of Wisconsin-Madison  New Media Innovation Lab at ASU Walter Cronkite School of Journalism and Mass  Communication  University of Oregon School of Journalism aka Turnbull Center  CUNY (City University of New York aka CCNY)  University of Missouri  National Press Photographer Association (by OPB employee)  USC Film School alumni Facebook page (by OPB employee)  Facebook (OPB employee accounts) <b>(1)</b>  LinkedIn (OPB employee accounts)  Twitter (OPB employee account)  Notified by current OPB staff member <b>(3)</b>  Oregon Media Production Association (not posted by OPB) <b>(2)</b>  Notified by a colleague <b>(1)</b> </p>	
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## **Total Number Interviewed by Recruitment Source**

OPB Website **(47)**  
Indeed (aggregate site – not posted by OPB) **(20)**  
OPB All Staff email **(18)**  
Notified by current OPB staff member **(13)**  
Mac's List **(11)**  
CPB jobline **(6)**  
Craigslist Portland **(6)**  
Twitter (OPB employee accounts) **(6)**  
OPB Twitter #mediadiversity #thinkpublicmedia **(5)**  
Facebook (OPB employee accounts) **(5)**  
Notified by a colleague **(4)**  
Journalism Jobs **(3)**  
Glassdoor (aggregate site – not posted by OPB) **(3)**  
LinkedIn (OPB employee accounts) **(3)**  
Notified by public media colleague **(3)**  
Notified by a friend **(2)**  
OPB LinkedIn **(2)**  
Oregon Media Production Association (not posted by OPB) **(2)**  
Society of Broadcast Engineers national **(2)**  
Asian American Journalists Association **(1)**  
Notified by a colleague via Twitter **(1)**  
Word of mouth **(1)**  
Radio meetup group Listen Up! (not posted by OPB) **(1)**  
Facebook group (Journalists of Color in Public Media) - not posted by OPB **(1)**  
Facebook group (Journalists of Color) - not posted by OPB **(1)**  
Facebook group (Public Radio group) – not posted by OPB **(1)**  
Thinkpublicmedia.org (this group's careers page has a link that redirects to OPB's careers page) **(1)**  
PBS Tech Con (via current OPB staff member) **(1)**  
Regional Arts and Culture Council **(1)**  
Society of Environmental Journalists **(1)**  
UC Berkeley School of Journalism (not posted by OPB) **(1)**  
Willamette Valley Development Officers (WVDO) plus eblast **(1)**

**Total: 174**

## **LOCAL AFFIRMATIVE ACTION:**

Affiliated Tribes of Northwest Indians  
Regional Office 1827 NE 44th Ave.,  
#130  
Portland, Oregon 97213-1443  
Phone: (503) 249-5770  
<http://www.atnitribes.org>

Asian Health and Services Center  
Christine Lau  
3430 SE Powell Blvd  
Portland, OR 97202  
[info@ahscpdx.org](mailto:info@ahscpdx.org)  
Phone: (503)872-8822

Dept. of Human Services Self Sufficiency  
Section  
10305 East Burnside Street  
Portland, Oregon 97216  
503-988-6400  
<http://www.portlandonline.com/gatewaycenter/index.cfm?a=304525&c=52860>

Hispanic Metropolitan Chamber of  
Commerce  
333 SW 5th Avenue, Suite 100  
Portland, OR 97204  
503.222.0280  
<http://www.hmccoregon.com>

Klamath Tribal Health  
Laurel Robinson  
3949 S. Sixth Street  
Klamath Falls, OR 97603-4746  
[larobinson@klm.portland.ihs.gov](mailto:larobinson@klm.portland.ihs.gov)  
541-882-1487

Klamath Tribes Newsletter  
Attn: Sally Brandt  
P.O. Box 436  
Chiloquin, OR 97624  
[brandt.sally@klamathtribes.com](mailto:brandt.sally@klamathtribes.com)

Mosaic Metier  
(360) 747-7068  
[info@mosaicblueprint.com](mailto:info@mosaicblueprint.com)  
<http://www.mosaicmetier.com/>

Oregon Advocacy Commission Office  
(OACO)  
3218 Pringle Rd. SE Suite 270  
Salem, OR 97302  
[oaco.mail@das.state.or.us](mailto:oaco.mail@das.state.or.us)

Oregon Commission on Black Affairs  
Nancy Kramer, Executive Assistant  
[oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov)  
Phone (503) 302-9725

Partners In Diversity  
200 SW Market Street Suite 150  
Portland, OR 97201  
503-224-8684  
<http://www.partnersindiversity.org/>

Rehabilitation Consultants  
22287 SW Dewey Drive  
Sherwood, OR 97140-8256  
503-997-5309  
<http://www.paulsee.com>

TVW Inc.  
6615 SE Alexander Street  
Hillsboro, Oregon 97123-8589  
503-649-8571  
[ctheeler@twwinc.org](mailto:ctheeler@twwinc.org)  
<http://tv-workshop.com/>

Urban League of Portland  
10 N. Russell St.  
Portland, OR 97227  
Phone: (503) 280-2600  
[uljobs@ulpdx.org](mailto:uljobs@ulpdx.org)  
<http://ulpdx.org/>

Women in Film Portland  
<http://wifpdx.org/>  
[whatsupwif@wifpdx.org](mailto:whatsupwif@wifpdx.org)

Women in Tech – Portland  
<http://www.pdxwit.org/>

## **NATIONAL AFFIRMATIVE ACTION:**

Asian American Journalists Association  
1182 Market Street, Suite 320  
San Francisco, CA 94102  
post@aaaja.org

Blacks in Technology  
<https://www.blacksintech.com/>

Corporation for Public Broadcasting  
401 Ninth Street, NW  
Washington, DC 20004  
<http://www.cpb.org/jobline>

JournalismNext  
104 Shooters Ct.  
Alexandria, Virginia 22314-4649  
info@journalismnext.com  
<http://www.journalismnext.com>

Latino Public Radio Consortium  
P. O. Box 8862  
Denver, Co, 80201-8862  
303-877-4251  
<http://www.latinopublicradioconsortium.org>

Latinos in Information Science and  
Technology Association  
<http://techlatino.org/category/latinos-in-information-sciences-and-technology-association/>

National Association of Black Journalists  
3100 Taliaferro Hall  
University of Maryland  
College Park, MD 20742-7717  
<http://www.nabj.org>

National Association of Hispanic  
Journalists  
Job Bank  
1000 National Press Building  
Washington, DC 20045  
<http://www.nahj12.com>

Native American Journalists Association  
University of S. Dakota  
414 E. Clark St.  
Vermillion, SD 57069  
<http://www.naja.com>

Pacific Islanders in Communications  
1221 Kapiolani Blvd. Suite 6A-4  
Honolulu, HI 96814  
808-591-0059  
<http://www.piccom.org>

Society of Broadcast Engineers (SBE)  
<http://www.sbe.org>

South Asian Journalists Association  
sajajobs@gmail.com  
<http://www.saja.org>

Women of Color in Tech -  
<http://www.wocintechchat.com/>

Women in Technology International  
(WITI)  
Olympic Plaza  
11500 Olympic Blvd., Suite 400  
Los Angeles, CA 90064  
(818) 788-9484  
<http://www.witi>

## **RESOURCE AGENCIES**

On our website (opb.org/careers), we provide an opportunity for organizations to be added to our job opening mailing list. Those that have requested this notification are marked with the symbol \* and have been notified of all openings since they made the request.

<b>Resource</b>	<b>Contact</b>	<b>Contact Information</b>
* Affiliated Tribes of Northwest Indians	Charlie	atni@atntribes.org
AIR Listserv		<a href="https://airmedia.org/">https://airmedia.org/</a>
All Access		<a href="https://www.allaccess.com/login?for=%2Fedit-account">https://www.allaccess.com/login?for=%2Fedit-account</a>
Asian American Journalists Association		<a href="http://www.aaja.org">http://www.aaja.org</a>
* Asian Health and Services Center	Christine Lau	info@ahscpx.org 3430 SE Powell, Portland, OR 97202
Association of Health Care Journalists		<a href="http://healthjournalism.org/prof-dev-post.php">http://healthjournalism.org/prof-dev-post.php</a>
Blacks in Technology		<a href="https://www.blacksintechology.net/">https://www.blacksintechology.net/</a>
Bennett College	Ebony Kendrick	<a href="http://www.bennett.edu">http://www.bennett.edu</a>
Berkeley		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Capital Press Club		Send email to dkenny@capitalpressclub.org; derrick@threekeys.com capitalpressclub.org/home
Center for Asian American Media (CAAM)		email Momo Chang momo@caamedia.org
Central Oregon Community College		<a href="https://cocc-csm.symplicity.com/employers/?signin_tab=0&amp;PHPSESSID=953a58322d63f101543fee6055fb64f6">https://cocc-csm.symplicity.com/employers/?signin_tab=0&amp;PHPSESSID=953a58322d63f101543fee6055fb64f6</a>
Chemeketa Community College		<a href="http://www.chemeketa.edu/">http://www.chemeketa.edu/</a>
City University of New York, CUNY and/or CCNY		<a href="http://www.journalism.cuny.edu/career-services/career-services-for-students/">http://www.journalism.cuny.edu/career-services/career-services-for-students/</a>
Clackamas Community College		<a href="http://www.clackamas.edu/">http://www.clackamas.edu/</a>
Clark College		<a href="http://www.clark.edu/">http://www.clark.edu/</a>
Columbia Journalism School		<a href="http://www.journalism.columbia.edu/careers/JobPostings">http://www.journalism.columbia.edu/careers/JobPostings</a>
Columbia University		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Community Nonprofit Resource Group (CNRG)		<a href="http://www.cnrq-portland.org">http://www.cnrq-portland.org</a>
Corporation for Public Broadcasting (CPB) jobline		401 Ninth Street, NW, Washington DC 20004-2129 <a href="http://www.cpb.org">http://www.cpb.org</a>
Craigslist Bend		<a href="https://bend.craigslist.org/">https://bend.craigslist.org/</a>

Craigslist Portland		<a href="http://portland.craigslist.org">http://portland.craigslist.org</a>
Craigslist Seattle		<a href="https://seattle.craigslist.org/">https://seattle.craigslist.org/</a>
Current	Kathleen Unwin	1612 K St NW, Suite 704, Washington DC 20006 <a href="http://www.current.org">http://www.current.org</a>
* Dept. of Human Services Self Sufficiency section	Heather Martiniez	<a href="mailto:heather.l.martinez@state.or.us">heather.l.martinez@state.or.us</a>
Eastern Oregon University (EOU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Emerson College		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Facebook (OPB and KMHD)		<a href="http://www.facebook.com">http://www.facebook.com</a> , <a href="http://www.facebook.com/opb">http://www.facebook.com/opb</a> , <a href="http://www.facebook.com/kmhd">http://www.facebook.com/kmhd</a> , <a href="http://www.facebook.com/opbmusic">http://www.facebook.com/opbmusic</a> and employee accounts
George Washington University Film School		harveyf@gwu.edu
* Goodwill Job Connection	Maggie Mashia	<a href="mailto:mmashia@gicw.org">mmashia@gicw.org</a>
Greater Public Media Development and Marketing Conference (PMDC)		<a href="http://greaterpublic.org/node/add/job">http://greaterpublic.org/node/add/job</a>
HireVeterans		<a href="http://www.hireveterans.com/">http://www.hireveterans.com/</a>
* Hispanic Metropolitan Chamber of Commerce		333 SW 5 <sup>th</sup> Avenue, Suite 100, Portland, OR 97204 503-222-0280 <a href="mailto:info@hmccoregon.com">info@hmccoregon.com</a> <a href="http://www.hmccoregon.com">http://www.hmccoregon.com</a>
Idealist		<a href="http://www.idealist.org">http://www.idealist.org</a>
Institute of Electrical and Electronics Engineers (IEEE)		<a href="http://careers.computer.org/">http://careers.computer.org/</a>
Indiana University School of Journalism		<a href="http://www.journalism.indiana.edu">http://www.journalism.indiana.edu</a>
Institute for Nonprofit Management (INPM) listserv at Portland State University		<a href="http://www.inpm.pdx.edu">http://www.inpm.pdx.edu</a>
JournalismJobs		<a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a>
JournalismNext		<a href="http://www.journalismnext.com">http://www.journalismnext.com</a> and Facebook page
* Klamath Tribal Health	Laurel Robinson	3949 S. Sixth Street, Klamath Falls, OR 97603, <a href="mailto:lrobinson@klm.portland.ihs.gov">lrobinson@klm.portland.ihs.gov</a>
* Klamath Tribes Newsletter	Sally Brandt	P.O. Box 436, Chiloquin, OR 97624 <a href="mailto:sally.brandt@klamathtribes.com">sally.brandt@klamathtribes.com</a>
KMHD Twitter		@kmhd
Knight Digital Media Center UC Berkeley		email to Vicki Hammarstedt



		<vhammarstedt@berkeley.edu>; Pam Gleason <pgleason@berkeley.edu>
Knight Digital Media Center USC		email to vporter@usc.edu
Lane Community College		<a href="https://www.lanecc.edu/">https://www.lanecc.edu/</a>
Latino Public Radio Consortium		<a href="mailto:flohernandezramos@comcast.net">flohernandezramos@comcast.net</a> <a href="http://www.latinopublicradioconsortium.org">http://www.latinopublicradioconsortium.org</a>
Latinos in Information Science and Technology Association		<a href="http://techlatino.org/category/latinos-in-information-sciences-and-technology-association/">http://techlatino.org/category/latinos-in-information-sciences-and-technology-association/</a>
LinkedIn – Groups		<a href="http://www.linkedin.com">http://www.linkedin.com</a> Asian American Journalists Association (AAJA); Broadcast & Radio Professionals; Broadcast and Broadcast Technology Recruitment; Broadcast and Radio Professionals; BroadcastEngineering; Digital Asset Management; Hacking Journalism; Innovation Journalism; Journalism Jobs TV Radio Social Media PR Journalist Communication; JournalismJob.com; Journalist Jobs; Journalists in Transition; Mac’s List; Media Diplomat; Media Jobs; National Association of Hispanic Journalists; Native American Journalists Association; Non Profit Network (nonprofit); Nonprofit & Philanthropy Jobs, Powered by ImpactFlow; Nonprofit Leadership; Online reporters and editors; OPB Alumni; Organizational change Pioneers; Oregon Association of Broadcasters; Oregon Professionals of Color; pdxMindShare – Portland’s Career Community; Public Broadcasting Service Alumni; Public Radio; Radio Network Planning & Optimization; RF Job/Engineers; Success Minded African Americans; Talking Radio; The Chronicle of Philanthropy; ThoseInMedia; UNITY: Journalists for Diversity; Willamette Valley Development Officers (WVDO)
Mac’s List		<a href="http://www.macslist.org">http://www.macslist.org</a>
* Marylhurst University, removed 7/30/18 (university closing)		lbrown@marylhurst.edu
* Mary’s Woods Retirement Community at Marylhurst	L. Nevius	<a href="mailto:lnevius@maryswoods.com">lnevius@maryswoods.com</a>

Media Bistro/Adweek		<a href="https://www.mediabistro.com/">https://www.mediabistro.com/</a>
Media Moves		<a href="http://www.mediamoves.com/employer-panel/login">http://www.mediamoves.com/employer-panel/login</a>
Medill Northwestern University		<a href="http://www.medill.northwestern.edu">http://www.medill.northwestern.edu</a> (through 6/27/18)
Medill Northwestern University		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> (beginning 6/28/18)
* Mt Hood Community College (MHCC), moved from local organizations 11/8/17 per their request		<a href="http://mhcc.edu/Employers/">http://mhcc.edu/Employers/</a> OR <a href="https://www.collegecentral.com/mhcc/Employer.cfm">https://www.collegecentral.com/mhcc/Employer.cfm</a>
Mosaic Meter		<a href="http://www.mosaicmetier.com/">http://www.mosaicmetier.com/</a>
* Multnomah University		<a href="mailto:careerservices@multnomah.edu">careerservices@multnomah.edu</a>
Network and System Professional Association (NaSPA)		<a href="https://careers.naspa.com/">https://careers.naspa.com/</a>
National Association of Black Journalists		<a href="http://careerservices.nabj.org">http://careerservices.nabj.org</a>
National Association of Hispanic Journalists		<a href="http://www.nahj12.com">http://www.nahj12.com</a>
National Association of Science Writers		<a href="https://www.nasw.org/node/add/job">https://www.nasw.org/node/add/job</a>
* National Educational Telecommunications Association (NETA) moved from local organizations 3/13/18 per their request	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>
Native American Journalists Association		<a href="http://www.naja.com">http://www.naja.com</a>
New Media Innovation Lab at ASU Walter Cronkite School of Journalism & Mass Communication	Mike Wong	<a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a>
New York University (NYU) Film School - Tisch School of the Arts		<a href="https://www.collegecentral.com/tisch/Employer.cfm">https://www.collegecentral.com/tisch/Employer.cfm</a>
NYU Journalism School		<a href="http://careerservices.nyujournalism.org/submit/">http://careerservices.nyujournalism.org/submit/</a>
Nonprofit Association of Oregon		<a href="https://nonprofitoregon.org/">https://nonprofitoregon.org/</a>
Online News Association (ONA)		<a href="http://www.journalists.org">http://www.journalists.org</a>
OPB All Staff email		internal all OPB staff email
OPB LinkedIn		<a href="http://www.linkedin.com/company/oregon-public-broadcasting">http://www.linkedin.com/company/oregon-public-broadcasting</a> and employee accounts
OPB Staff lounge		Bulletin board in staff lunchroom
OPB Twitter		@opb, #mediadiversity, #thinkpublicmedia
OPB Website		<a href="http://www.opb.org">http://www.opb.org</a>
* Oregon Advocacy Commission Office (OACO)		<a href="mailto:OACO.mail@das.state.or.us">OACO.mail@das.state.or.us</a>
* Oregon Commission on Black Affairs (OCBA)	Nancy Kramer	<a href="mailto:OACO.mail@oregon.gov">OACO.mail@oregon.gov</a>

Oregon Film (aka The Confluence)		<a href="http://oregonconfluence.com/jobs/">http://oregonconfluence.com/jobs/</a>
Oregon Institute of Technology (OIT)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Oregon Media Production Association (OMPA)	Tom & Jessica	info@ompa.org <a href="http://www.ompa.org">http://www.ompa.org</a>
Oregon State University (OSU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Pacific Islanders in Communications	Amber McClure	amclure@piccom.org <a href="http://www.piccom.org">http://www.piccom.org</a>
Partners in Diversity		<a href="http://www.partnersindiversity.org/jobs/post-a-job.html">http://www.partnersindiversity.org/jobs/post-a-job.html</a>
PBS jobline		<a href="https://mypbs.org/secure/Home.aspx">https://mypbs.org/secure/Home.aspx</a>
* Portland Community College (PCC)		<a href="http://www.pcc.edu">http://www.pcc.edu</a>
Portland State University (PSU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
* Portland State University (PSU) Advising & Career Services office	Ann Mestrovich	ann.mestrovich@pdx.edu
* Portland State University (PSU) Career Forward Database	Melanie Figueroa	careerforward@pdx.edu
* Portland State's School of Business Graduate Students	DeAnne Preston	DeAnne.Preston@pdx.edu
Poynter		<a href="http://careers.poynter.org/post.cfm">http://careers.poynter.org/post.cfm</a>
Production Hub		<a href="https://www.productionhub.com/account/login">https://www.productionhub.com/account/login</a>
Public Radio News Directors, Inc. (PRNDI)		<a href="http://prndi.org/">http://prndi.org/</a>
PRX		<a href="https://www.prx.org/">https://www.prx.org/</a>
Regional Arts and Culture Council (RACC)		<a href="https://www.racc.org/">https://www.racc.org/</a>
* Rehabilitation Consultants		<a href="http://www.paulsee.com">http://www.paulsee.com</a> paul@paulsee.com
Society of Broadcast Engineers (SBE)		<a href="http://www.sbe.org">http://www.sbe.org</a> and local chapters (below) <ul style="list-style-type: none"> <li>• Chapter 76 – Eugene - <a href="http://www.sbe76.org">www.sbe76.org</a></li> <li>• Chapter 124 - North Oregon - <a href="http://www.sbe124.org">www.sbe124.org</a></li> <li>• Chapter 141 - Medford - <a href="http://www.sbe141.org">www.sbe141.org</a></li> </ul>
Society of Environmental Journalists (SEJ)		<a href="http://www.sej.org/">http://www.sej.org/</a>
Society of Professional Journalists (SPJ)		<a href="http://www.spj.org/">http://www.spj.org/</a>
South Asian Journalists Association		<a href="http://www.saja.org">http://www.saja.org</a>
Stanford Film School		artdepartment@stanford.edu
Stanford University		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>

Syracuse Master's in Arts Journalism		<a href="http://newhouse.syr.edu/career-development/employers/post-job-or-internship">http://newhouse.syr.edu/career-development/employers/post-job-or-internship</a>
Technology Association of Oregon		<a href="http://www.techoregon.org/">http://www.techoregon.org/</a>
Think Public Media		<a href="http://www.thinkpublicmedia.org">www.thinkpublicmedia.org</a>
TV News Check		<a href="https://www.mediajobcenter.com/app/e/login?next=%2Fapp%2Fe%2Fshop%2F#/products/direct?add=21">https://www.mediajobcenter.com/app/e/login?next=%2Fapp%2Fe%2Fshop%2F#/products/direct?add=21</a>
* TVW, Inc.	Christie Theeler	<a href="http://www.tv-workshop.com/">http://www.tv-workshop.com/</a> <a href="mailto:ctheeler@tvwinc.org">ctheeler@tvwinc.org</a>
Twitter - @opb		<a href="http://www.twitter.com">http://www.twitter.com</a> - #pubjobs, #nprjobs, #opb, #publicmediajobs, #mediadiversity, #thinkpublicmedia and employee accounts
UC Berkeley Graduate School of Journalism		<a href="http://www.journalism.berkeley.edu/jobs/list/jobs">http://www.journalism.berkeley.edu/jobs/list/jobs</a>
UCLA (School of Theater, Film and Television)		<a href="mailto:info@tft.ucla.edu">info@tft.ucla.edu</a>
University of Missouri		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Missouri Columbia Journalism		<a href="https://www.myinterfase.com/umcolumbia/employer/jobs@uoregon.edu">https://www.myinterfase.com/umcolumbia/employer/jobs@uoregon.edu</a>
* University of Oregon (U of O)		<a href="http://career.uoregon.edu/primary-links/programs/career-counseling">http://career.uoregon.edu/primary-links/programs/career-counseling</a>
University of Oregon (U of O) School of Communications and Journalism, Turnbull Center	Julia Morrill	<a href="http://sojcareers.uoregon.edu/">http://sojcareers.uoregon.edu/</a> <a href="mailto:jmorrill@uoregon.edu">jmorrill@uoregon.edu</a>
University of Portland (U of P)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Wisconsin-Madison		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Texas Film School		<a href="https://www.myinterfase.com/hireutexas/employer/">https://www.myinterfase.com/hireutexas/employer/</a> <a href="https://moody-utexas-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0">https://moody-utexas-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0</a>
* Urban League of Portland		10 N. Russell, Portland, OR 97227, <a href="mailto:uljobs@ulpdx.org">uljobs@ulpdx.org</a>
USC Annenberg School for Communications & Journalism		<a href="http://www.annenberg.usc.edu">http://www.annenberg.usc.edu</a>
Washington State University		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Washington State University - Vancouver		<a href="https://www.vancouver.wsu.edu/">https://www.vancouver.wsu.edu/</a>
Western Oregon University (WOU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>

* Willamette University		mba-jobs@willamette.edu
Willamette Valley Development Officers (WVDO)	Sharon Wood	619 SW 11 <sup>th</sup> Avenue, Suite 1121, Portland, OR 97205 <a href="http://www.wvdo-or.org">http://www.wvdo-or.org</a>
Women in Film Bay Area		<a href="http://www.bawifm.org/">http://www.bawifm.org/</a> <a href="mailto:info@bawifm.org">info@bawifm.org</a>
Women in Film Los Angeles		<a href="https://womeninfilm.org/">https://womeninfilm.org/</a> <a href="mailto:info@wif.org">info@wif.org</a>
Women in Film Portland		<a href="http://wifpdx.org/">http://wifpdx.org/</a> <a href="mailto:whatsupwif@wifpdx.org">whatsupwif@wifpdx.org</a>
Women in Film Seattle		<a href="http://www.womeninfilmseattle.org/">http://www.womeninfilmseattle.org/</a> <a href="mailto:wif@womeninfilmseattle.org">wif@womeninfilmseattle.org</a>
Women of Color in Tech		<a href="http://www.wocintechchat.com/">http://www.wocintechchat.com/</a>
Women in Technology International		<a href="http://www.witi4hire.com/">http://www.witi4hire.com/</a>
Women in Tech - Portland		<a href="http://www.pdxwit.org/">http://www.pdxwit.org/</a>
Worksource Oregon		<a href="http://www.worksourceoregon.org/">http://www.worksourceoregon.org/</a>
Young Nonprofit Professionals of Portland		<a href="http://www.ynpnportland.org/">http://www.ynpnportland.org/</a>

**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 four 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 public media recruiting efforts called Think Public Media at the following 2018 conventions and their associated career fairs:
  - National Association of Black Journalists (NABJ) considered the nation’s largest annual gathering of journalists of color;
  - Asian American Journalists Association (AAJA), and
  - Joint conference of the National Association of Hispanic Journalists (NAHJ) and the Native American Journalists Association (NAJA).
  - The OPB staff attending the various conferences and staffing the career fair booth included: OPB’s recruitment manager, several reporters, an on-air announcer, and a digital producer.
- OPB participated in the Northwest Youth Careers Expo on March 14, 2017. This event hosted more than 6,000 high school students from more than 75 schools across Oregon and SW Washington.

**(4) Participation in at least four events or programs relating to career opportunities sponsored by educational institutions**

OPB’s Manager of Volunteer Resources visited the University of Oregon’s School of Journalism and Communications on October 11 and 12<sup>th</sup>, 2017, participating in the following activities:

- Talked with 10 classes about working in public media, presented to about 400 students
- Conducted multiple faculty visits
- Hosted an informational session for students
- Throughout the year OPB’s Manager of Recruitment and Benefits meets and speaks with students in person, via telephone, and via email to answer questions and provide guidance about the job search process and also to facilitate visits to OPB (such as when Linfield College’s career center brought a group of students to OPB in January 2018 for a question and answer session about career development), where students interested in media careers may spend a day onsite and sit in on in the news meetings and the production of OPB’s daily radio public-affairs talk show, “Think Out Loud.”

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

### Internships

OPB continues our robust internship program. OPB's internships are updated and enhanced annually (see more information in the internships descriptions below). During the past year, OPB provided 23 individuals with unpaid educational experiences. In addition to the [many unpaid internship opportunities](#) throughout the organization, OPB offers the following paid internships:

- Last year, OPB introduced a new paid [Internship for Emerging Journalists](#), creating another public media career pathway for traditionally underrepresented individuals. This new paid internship joins another paid internship, OPB's long-standing Jon R. Tuttle Journalism and Production Minority Internship. OPB placed one intern in this program this year.
- OPB offers the [Jon R. Tuttle Journalism and Production Minority Internship](#). This internship is intended to increase participation of racial and/or ethnic minorities, as defined by the U.S. Equal Employment Opportunity Commission (EEOC), who are traditionally underrepresented within public media. The Tuttle Internship is a paid summer internship in telecommunications and broadcast journalism that enables an outstanding college or university student to spend the summer studying the field full time in a hands-on environment. A number of OPB senior executives actively participate in the reviewing and selection of the Tuttle intern. OPB had one Tuttle intern last summer.
- OPB has paid internships in partnership with the Charles Snowden Foundation through their [Charles Snowden Program for Excellence in Journalism](#). OPB along with other Oregon college educators and Northwest news media organizations give accomplished students professional training in community journalism through 10-week summer internships. OPB is the only non-print media organization in Oregon in this program. OPB had two Snowden interns this year.

### Additional Information regarding Unpaid Internship Opportunities

#### Content Creation Internships (year-round):

OPB seeks intern candidates to participate in content creation at OPB. OPB relies on a multi-platform approach. Content creators in all departments are tasked with generating story elements that will be translatable to more than one medium. We seek students with experience and interest in all parts of the storytelling and production process. Content Creation Interns may be placed in departments such as TV Production, News, Digital Content or Music. Projects and programs may include Oregon Art Beat, Think Out Loud, State of Wonder, opbmusic and more. Internship opportunities in these areas vary a great deal, dependent on the time of year, current projects and the needs of the organization. We strive to place students in internships that align with their skills and interest. This past year there were 23 interns involved in content creation.

Content Creation Internship Opportunities include:

- Field Videography/Studio Production
- Field Recording/Audio Production (using Audition)
- Graphic Design (using Adobe CS and other tools)
- Interviewing
- Moving Graphic Design (using Adobe Aftereffects)
- Multimedia Journalism Content (creating pieces to enhance written content)
- Music (working with music cultivation, artists, events, daily station tasks)
- News gathering, reporting, writing
- Photography
- Research (historical, primary sources, compiling)
- Sound recording and editing (using ProTools or Adobe Audition)
- Show production and support (pre and post, detail coordination, processes and timelines, research, logging, documentation, etc.)
- Video editing (using FinalCut Pro, AVID or Premiere)
- Writing for web

Business and Operational Internships (year-round):

OPB seeks intern candidates for departments throughout the organization. Our internship programs provide students with the opportunity to observe and participate in the daily activities and long-term projects involving all areas of OPB's work. Business and Operational Internships may provide students with experience in departments such as Development, Marketing, Engineering, Human and Volunteer Resources, Programming and more. There were 3 business and operational interns this past year.

Business and Operational Internship Opportunities include:

- Broadcast engineering (technical management)
- Fundraising (various disciplines including planned giving, member communications, donor programs and more)
- Graphic Design (using Adobe CS and other tools)
- Human and Volunteer Resource strategy, Organizational Communications
- Marketing Communications
- Moving Graphic Design (using Adobe Aftereffects)
- Legal
- Photography
- Public Relations



- Research (government policy, industry trends, labor law)
- Social Media Marketing
- Software development (Django, python, iOS, Android)

**(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 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. These groups include: Technology Association of Oregon, Society for Professional Journalists, NETA, Women in Technology, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, Asian American Journalist Association, Network and System Professional Association, Latinos in Information Science and Technology Association, Public Radio Program Directors, Oregon Media Production Association, etc.

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

- Annually, OPB conducts an educational session for our board of directors regarding one or more facets of OPB's diversity considerations. This year we focused on OPB's active diversity, equity and inclusion efforts.
- Human Resources conducts in-depth conversations and educates search committee members prior to interviews regarding appropriate and equitable interviewing styles.
- Human Resources provides consultative support to all staff, including management, regarding diversity, equity, and inclusion, continuing our commitment to ensure equal employment opportunity and preventing discrimination.
- OPB staff completed Harassment Prevention Training required by CPB on September 21, 2018.