



OREGON PUBLIC BROADCASTING ANNUAL EEO PUBLIC FILE REPORT

For the period commencing September 22, 2024 and ending September 21, 2025

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

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Maintenance Engineer Eastern Region (cont.)		OPB Linkedin "I was contacted by a recruiter"	1	
Digital Fundraising Manager 11/18/2024	8	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Current (aka Publicmediajobs.org) Craigslist - Portland Mac's List Partners in Diversity Urban League of Portland Really Good Emails/Pallet Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland Facebook page (not posted by OPB)	3 2 1 1 1	Indeed
Member Center Representative 12/2/2024	9	OPB Website OPB All Staff email Indeed OPB Linkedin Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Craigslist - Portland Mac's List Partners in Diversity Urban League of Portland Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland Referral from a current OPB employee Referral from a friend via Instagram	2 3 2 1 1	Urban League of Portland
Video Producer, Indigenous Communities 12/2/2024	10	OPB Website OPB All Staff email Indeed 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 Partners in Diversity	2 1 1	Referral from a current OPB employee

Manager of Membership Programs (cont.)		Oregon State University Portland State University University of Oregon University of Portland Referral from a current OPB employee	2	
People and Culture Generalist 1/27/2025	7	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Partners in Diversity Urban League of Portland Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland	3 2 1 1	Indeed
Development Assistant 3/3/2025	7	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Partners in Diversity Urban League of Portland Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland Handshake	3 2 1 1	OPB Website
Coordinating Editor 3/24/2025	5	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Greater Public Mac's List Partners in Diversity	1 2	OPB Website

Executive Editor, Digital Programming (cont.)		Washington State University Western Oregon University Willamette University Referral from a current OPB employee Referral from a colleague "A media-adjacent Slack channel"	1 2 1	
Maintenance Engineer, Eastern Region 5/5/2025	2	OPB Website OPB All Staff email Indeed Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Cragstlist - Bend Mac's List Partners In Diversity Urban League of Portland Mt. Hood Community College Oregon Institute of Technology Oregon State University Portland State University University of Oregon University of Portland	2	OPB Website
Accountant 5/12/2025	9	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Craigslist - Portland Partners in Diversity Urban League of Portland Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland Glassdoor (aggregate site)	7 1 1	Craigslist - Portland
Senior Director, Philanthropy 5/19/2025	5	OPB Website OPB All Staff email Indeed Local Organizations (see organizations noted with a * in the Resource Agencies section) Boly:Welch LinkedIn Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Partners in Diversity	2 3	LinkedIn

Senior Director, Philanthropy (cont.)		Urban League of Portland Current (aka Publicmediajobs.org) Greater Public National Educational Telecommunications Association Nonprofit Professionals Now NLGJA: The Association of LGBTQ+ Journalists Job Board Association of Fundraising Professionals Advancement Northwest Association of Fundraising Professionals of Oregon and SW Washington Women of Color in Fundraising and Philanthropy Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland		
Giving Advisor 6/2/2025	8	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Craigslist - Portland Mac's List Partners in Diversity Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland Referral from a colleague Referral from a current OPB employee	2 1 1 2 1 1	Referral from a colleague
Receptionist/Administrative Services Assistant 6/16/2025	10	OPB Website OPB All Staff email Indeed OPB LinkedIn 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 National Educational Telecommunications Association Partners in Diversity Urban League of Portland Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland Referral from a current OPB employee Online search	2 3 1 1 1	Referral from a current OPB employee

Senior VP and Chief Content Officer 7/14/2025	9	OPB Website OPB All Staff email Indeed URL Media LinkedIn Corporation for Public Broadcasting (CPB) Online search Referral from a colleague Referral from a current OPB employee Online search	1 3 1 3 1	LinkedIn
Senior VP and Chief Operations Officer 7/14/2025	4	OPB Website OPB All Staff email Indeed URL Media LinkedIn Referral from a current OPB Board member Referral from a current OPB employee Online search Urban League of Portland Career Fair	1 1 1 1	URL Media
Contract Specialist 7/21/2025	10	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Partners in Diversity Urban League of Portland Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland	4 2 3 1	OPB LinkedIn
Joan Cirillo Emerging Journalist Fellow 8/5/2025	9	OPB Website OPB All Staff email OPB LinkedIn Local Organizations (see organizations noted with a * in the Resource Agencies section) Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Educational Telecommunications Association Partners in Diversity	2 2	Referral from a colleague

Senior Systems Administrator (cont.)	Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Educational Telecommunications Association Partners in Diversity Urban League of Portland Mt. Hood Community College Oregon State University Portland State University University of Oregon University of Portland LinkedIn (not posted by OPB)	1
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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.

Source	Contact and/or Notes	Contact Information
*Affiliated Tribes of Northwest Indians		atni@atntribes.org
American University		https://app.joinhandshake.com/login
Appalachian State University		https://app.joinhandshake.com/login
Asian American Journalists Association		https://www.aajacareers.org/
*Asian Health and Service Center		info@ahscpdx.org
Association of Fundraising Professionals Advancement Northwest		https://afpadvancementnw-jobs.careerwebsite.com/jobs/
Association of Fundraising Professionals of Oregon and SW Washington		https://community.afpglobal.org/afporswwa/career/center
Boise State University		https://app.joinhandshake.com/login
Boly:Welch		https://bolywelch.com/jobs/
Bowie State University		https://app.joinhandshake.com/login
California State Polytechnic University-Pomona		https://app.joinhandshake.com/login
Central Methodist University		https://app.joinhandshake.com/login
Claremont McKenna College		https://app.joinhandshake.com/login
Coastal Carolina University		https://app.joinhandshake.com/login
Columbia College of Missouri		https://app.joinhandshake.com/login
Columbia University		https://app.joinhandshake.com/login
Corporation for Public Broadcasting (CPB)		https://www.cpb.org/user
Craigslist - Bend		https://bend.craigslist.org/
Craigslist - Portland		https://portland.craigslist.org/
Current (aka Publicmediajobs.org)		https://jobs.current.org/
*Dept. of Human Services Self Sufficiency section	Heather Martinez	heather.l.martinez@state.or.us
Eastern Washington University		https://app.joinhandshake.com/login
Emerson College		https://app.joinhandshake.com/login
Fayetteville State University		https://app.joinhandshake.com/login
Fort Hays State University		https://app.joinhandshake.com/login
*Goodwill Industries of the Columbia Willamette	Paul Langdon	plangdon@gicw.org
Greater Public		https://greaterpublic.org/submit-job/

Hawaii Pacific University		https://app.joinhandshake.com/login
Hispanic Metropolitan Chamber of Commerce - Oregon		https://hmccoregon.com/business-old/job-board/
*Hispanic Metropolitan Chamber of Commerce - Oregon		info@hmccoregon.com
Hobart and William Smith Colleges		https://app.joinhandshake.com/login
Indeed	all OPB jobs post to Indeed automatically via our HRIS system, ADP's Workforce Now	https://www.indeed.com/
Indiana State University School of Journalism		https://app.joinhandshake.com/login
Institute for Nonprofit News		https://inn.users.membersuite.com/community/career-center/browse-
Journalism Jobs		https://www.journalismjobs.com/login_employer
Journalism Next		https://www.journalismnext.com/userlogin.cfm
*Klamath Tribal Health	Charlene Hescok	charlene.hescok@klm.portland.ihs.gov
*Klamath Tribes Newsletter	Sally Brandt	sally.brandt@klamathtribes.com
*KQED	Janelle Hessig	jhessig@kqed.org
Kentucky State University		https://app.joinhandshake.com/login
Lewis and Clark College		https://app.joinhandshake.com/login
LinkedIn		https://www.linkedin.com/
Mac's List		https://jobs.macslist.org/login/employer/job
*Mary's Woods Retirement Community at Marylhurst		Inevius@maryswoods.com
Missouri State University		https://app.joinhandshake.com/login
Morgan State University		https://app.joinhandshake.com/login
Mt. Hood Community College		https://app.joinhandshake.com/login
Multnomah University		https://app.joinhandshake.com/login
National Association of Black Journalists		https://www.nabjcareers.org/login/
National Association of Hispanic Journalists		https://www.nahjcareers.org/
National Education Telecommunication Association		https://www.netaonline.org/form/job-listing
NLGJA: The Association of LGBTQ+ Journalists		https://members.nlgja.org/networking/

Nonprofit Professionals Now		https://npjobboard.com/employers/post-a-job-form
North Carolina Agricultural and Technical State University		https://app.joinhandshake.com/login
Northwestern University		https://app.joinhandshake.com/login
Online News Association		https://journalists.org/tools/career-center/
OPB All Staff email	OPB all staff email directory	allstaff@opb.org
OPB Facebook		https://www.facebook.com/oregonpublicbroadcasting/
OPB LinkedIn		https://www.linkedin.com/company/oregon-public-broadcasting/
OPB Website		https://www.opb.org/careers/
*Oregon Advocacy Commission Office		OACO.mail@das.state.or.us
*Oregon Commission on Black Affairs		OACO.mail@oregon.gov
Oregon Institute of Technology		https://app.joinhandshake.com/login
Oregon State University		https://app.joinhandshake.com/login
Partners in Diversity		https://jobs.partnersindiversity.org/employer-offers
*Passion Impact, Inc.	Stefan Peierls	stefan@passionimpact.org
PDX Mindshare		https://pdxmindshare.com/employers/
Portland State University		https://app.joinhandshake.com/login
*Portland State University School of Business Graduate Students	Angela Liu	liu28@pdx.edu
Public Media Journalists Association		https://jobs.pmja.org/
Publicmediajobs.org (aka Current)		https://jobs.current.org/
Really Good Emails/Pallet		https://reallygoodemails.pallet.com/jobs
Report for America (RFA)		https://www.reportforamerica.org/careers/
Rutgers University - New Brunswick (Flagship Campus)		https://app.joinhandshake.com/login
Seattle Pacific University		https://app.joinhandshake.com/login
Society of Professional Journalists		https://jobs.spj.org/employers/
Sonoma State University		https://app.joinhandshake.com/login
Stanford University		https://app.joinhandshake.com/login
Stony Brook University		https://app.joinhandshake.com/login
Tacoma Community College		https://app.joinhandshake.com/login
The Catholic University of America		https://app.joinhandshake.com/login

The Craig Newmark Graduate School of Journalism at CUNY		https://app.joinhandshake.com/login
The University of Alabama		https://app.joinhandshake.com/login
Towson University		https://app.joinhandshake.com/login
University of California Berkeley		https://app.joinhandshake.com/login
University of California Los Angeles		https://app.joinhandshake.com/login
University of Idaho		https://app.joinhandshake.com/login
University of Illinois Urbana-Champaign		https://app.joinhandshake.com/login
University of Maryland Eastern Shore		https://app.joinhandshake.com/login
University of Missouri - Columbia		https://app.joinhandshake.com/login
University of Nebraska–Lincoln		https://app.joinhandshake.com/login
University of Notre Dame		https://app.joinhandshake.com/login
University of Oregon		https://app.joinhandshake.com/login
University of Portland		https://app.joinhandshake.com/login
University of the District of Columbia		https://app.joinhandshake.com/login
University of Washington – Seattle/Bothell		https://app.joinhandshake.com/login
University of Washington Tacoma		https://app.joinhandshake.com/login
University of Wisconsin-Superior		https://app.joinhandshake.com/login
Urban League of Portland		https://jobs.ulpdx.org/
Urban League of Portland Career Fair		https://ulpdx.org/events/2025/2025-career-connections-job-fair
URL Media		https://url-media.com/jobs/
Vassar College		https://app.joinhandshake.com/login
Washington State University		https://app.joinhandshake.com/login
Weber State University		https://app.joinhandshake.com/login
Western Oregon University		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
Wisdom of the Elders		https://wisdomoftheelders.org/community-job-listings/
Women of Color in Fundraising and Philanthropy		https://www.woc-fp.com/post-job

Recruitment Sources	Total # Interviewed by Recruitment Source	Total # Hired by Recruitment Source
Asian American Journalists Association	1	
Boly:Welch	2	
Craigslist - Portland	2	1
Current (aka Publicmediajobs.org)	1	
Current or former RFA Corps Member	2	
Current or former RFA Corps Member, RFA Newsroom Partner, RFA Virtual Information Session	1	
Facebook Group: Photography/Multimedia Internships and Jobs	5	
Glassdoor (aggregate site)	3	
Indeed	38	2
OPB Website	40	6
Referral from a current OPB employee	21	5
OPB LinkedIn	12	1
Referral from a colleague	11	4
LinkedIn	10	2
Mac's List	8	
OPB All Staff email	6	
Online search	3	
Urban League of Portland	3	1
Referral from a friend	2	
URL Media	2	1
"A media-adjacent Slack channel"	1	
"Handshake" (this is the job board we use to post to multiple schools)	1	
"I was contacted by a recruiter"	1	1
"school newsletter"	1	
"Social Media"	1	1
"through researching KERA organization"	1	
"Twitter DM"	1	
"Twitter"	1	
Journalism Jobs	1	
OPB Facebook page	1	
Partners in Diversity	1	
Public Media Journalists Association	1	
Referral from a current OPB Board member	1	
Referral from a friend via Instagram	1	
RFA Newsroom Partner, College Journalism Department, Current or former RFA Corps Member	1	

Total interviewed	188	
Total Hired		25

Local Recruitment Sources:

Affiliated Tribes of Northwest Indians
P.O Box 66209
Portland, Oregon 97290
Phone: (503) 249-5770
<https://atntribes.org/>

Asian Health and Service Center
9035 SE Foster Rd.
Portland, OR 97266
Phone: (503) 872-8822
<https://www.ahscpx.org/>

Dept. of Human Services Self Sufficiency Section
500 Summer St NE, E15
Salem, Oregon 97301
Phone: (503) 945-5600
<https://www.oregon.gov/odhs/agency/pages/ssp.aspx>

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/>

Klamath Tribes Newsletter
3949 S. Sixth Street
Klamath Falls, OR 97603
Phone: (541) 882-1487
<http://klamathtribes.org/news/>

Oregon Advocacy Commission Office
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/>

Wisdom of the Elders
3917 NE Shaver St.
Portland, OR 97212
Phone: (503) 775-4014
<https://wisdomoftheelders.org/>

National Recruitment Sources

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

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

National Association of Black Journalists
1100 Knight Hall, Suite 3101
College Park, MD 20742
Phone: (301) 405-0248
<https://nabjonline.org/>

National Association of Hispanic Journalists
1050 Connecticut Ave, NW 5th Floor
Washington, DC 20036
Phone: (866) 624-5674
<https://nahj.org/>

Women of Color in Fundraising and Philanthropy
<https://www.woc-fp.com/>

NLGJA: The Association of LGBTQ+ Journalists
2120 L Street, NW Suite 850
Washington, DC 20037
Phone: (202) 588-9888
info@nlgja.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 job fairs by station personnel with hiring responsibilities.

OPB once again joined NPR, along with other public media organizations through the Think Public Media coalition to participate in ongoing nationwide public media recruiting efforts. The conferences below were attended by OPB's People & Culture, leadership staff, along with journalists.

- NAHJ - National Association for Hispanic Journalist: July 9-12 in Chicago, IL
- AAJA - Asian American Journalist Association: July 30 – August 3 in Seattle, WA

OPB's People & Culture Generalists represented OPB at these job fairs:

- Urban League Job Fair: April 8, 2025
- University of Oregon Spring Career & Internship Expo: April 17, 2025

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

For the summer of 2025 we hosted five 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 (two students)
- [Maynard E. Orme Internship](#)
- [Jon R. Tuttle Journalism and Production Internship](#)
- [Emerging Journalists Internship](#)

The students attended the following universities: University of Oregon (2), Oregon State University, Cornell University and Northwestern University.

People & Culture and OPB's Training Editor built a curriculum for this group of interns 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 (2) and Lewis & Clark College (4). In the past year, we've hosted 6 legal externs, two for the fall, two for the spring semester and two over the summer term.

(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).

Executive Editor, Digital Programing:

OPB LinkedIn, Corporation for Public Broadcasting, Greater Public, Hispanic Metropolitan Chamber of Commerce – Oregon, Partners In Diversity, National Association of Hispanic, Journalists, Asian American Journalists Association, National Association of Black Journalist, Public Media Journalists Association, Online News Association, Publicmediajobs.org, Urban League of Portland, Handshake, and Indeed.

Senior Director, Philanthropy:

OPB LinkedIn, Corporation for Public Broadcasting, Greater Public, Hispanic Metropolitan Chamber of Commerce – Oregon, NETA, Partners In Diversity, Publicmediajobs.org, NLGJA: The Association of LGBTQ+ Journalists Job Board, Nonprofit Professionals Now, Association of Fundraising Professionals Advancement Northwest, Association of Fundraising Professionals of Oregon and SW Washington, Women of Color in Fundraising and Philanthropy, Handshake, and Indeed.

Senior VP and Chief Operations:

OPB LinkedIn, Corporation for Public Broadcasting, and Indeed.

Senior VP and Chief Content:

OPB LinkedIn, Corporation for Public Broadcasting, 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 Generalists engage hiring panels in awareness training, focusing on the biases that often happen during hires. These trainings were conducted on:

October 25, 2204

December 9, 2024

January 10, 2025

April 23, 2025

April 124, 2025

June 24, 2025

July 16, 2025

September 5, 2025

September 22, 2025