

OREGON PUBLIC BROADCASTING ANNUAL EEO PUBLIC FILE REPORT

For the period commencing September 22, 2022 and ending September 21, 2023

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

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

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

Job Title	I otal # Interviewed for the Position	Recruitment Sources	Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Operations Manager	for the	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia 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 Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Blacks in Technology (BIT) Latinos in Information Sciences and Technology Association (LISTA) American University Eastern Oregon University (EOU) Eastern Washington University (EWU) Emerson College Morgan State University North Carolina Agricultural and Technical State University Northwestern University	Recruitment Source 2 2	
			2	
Staff Attorney	8	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia OPB LinkedIn Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland	1 1 1 1 1	OPB Twitter

Staff Attorney (cont.)		WorkSource Oregon Arizona State University (ASU) College of Law Brigham Young University (BYU) Law School Foundation List Goinhouse Gonzaga University Law School Seattle University Law School Southern University Law Center University of Idaho Law School University of Utah Law School University of Washington Law School Oregon State Bar Willamette University Law School Arizona State University (ASU) Brigham Young University (BYU) Seattle University Southern University Agricultural and Mechanical College	1	
		at Baton Rouge University of Idaho University of Utah University of Washington - Seattle/Bothell Oregon Women Lawyers listserve via OPB employee	1	
Help Desk Specialist	10	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Oregon (U of P) Urban League of Portland WorkSource Oregon From my coworker	2 1 3 2	OPB All Staff Email
Digital Fundraising Coordinator 11/21/2022	4	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Think Public Media Institute for Nonprofit Management (INPM) Willamette Valley Development Officers (WVDO) Portland Community College (PCC) Washington State University (WSU) Vancouver	1	From a current OPB employee

Digital Fundraising Coordinator (cont.)		Really Good Emails (RGE) From a current OPB employee LinkedIn (OPB employee accounts)	1 1	
Production and Media Asset Coordinator 12/12/2022	7	OPB Website OPB All Staff email OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Production Hub PDX Mindshare Staff Me Up Oregon Media Production Association (OMPA) Northwest Film Center/Portland Art Museum Center for an Untold Tomorrow (PAM CUT) Massachusetts Institute of Technology (MIT) Science Writing Program Direct email to colleagues via OPB employee LinkedIn (OPB employee accounts)	1 1 3 2	Indeed
Maintenance Engineer, Western Region (Corvallis, Oregon) 12/27/2022	3	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Corvallis Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Portland (U of P) Urban League of Portland WorkSource Oregon Society of Broadcast Engineers (SBE) Chapter 124 Portland OR Society of Broadcast Engineers (SBE) Chapter 76 Eugene OR Society of Broadcast Engineers (SBE) Chapter 149 Women in Technology - National Latinos in Information Sciences and Technology Association (LISTA) Technology Association of Oregon Blacks in Technology (BIT) Networks and Sysytems Professionals Association (NaSPA) Washington State University (WSU) Oregon Institute of Technology (OIT) Oregon State University (OSU)	1 1	From a current OPB employee

Maintenance Engineer, Western Region (cont.)		Eastern Oregon University (EOU) Central Oregon Community College Portland Community College (PCC) Hire Heroes USA Society of Broadcast Engineers (SBE) From a current OPB employee	1	
Roger Cooke Legal Fellow	6	OPB Website	1	Oregon Women Lawyers
1/3/2023		OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Willamette University Law School University of Oregon (U of O) Law School Oregon State Bar University of Utah Law School University of Utah Law School Seattle University Law School Seattle University Law School Seattle University Law School Brigham Young University (BYU) Law School Arizona State University (ASU) College of Law Goinhouse Lewis and Clark College Law School Oregon Women Lawyers listserve via OPB employee	1 1 1	listserve via OPB employee
Digital Platform Developer	5	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon PDX Women in Technology PDX Mindshare	1	Indeed
Receptionist/Administrative Assistant 1/9/2023	7	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland	4 1 2	OPB Website

Receptionist/Administrative Assistant (cont.)		Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon		
Portland City Government Reporter 1/9/2023	5	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Professional Journalists (SPJ) Native American Journalists Association (NAJA) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Assocation of Black Journalists (NABJ) Pacific Islanders in Communications Journalism Next University of California Berkeley Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) American University Emerson College City University of New York (CUNY/CCNY) University of Mississppi Howard University From a current OPB employee	2 1	From a current OPB employee
Maintenance Engineer Central Region (Bend, Oregon) 1/24/2023	4	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Bend Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) Urban League of Portland WorkSource Oregon	1 1 2	OPB All Staff email

Maintenance Engineer Central Region (cont.)		Women in Technology - National Latinos in Information Sciences and Technology Association (LISTA) Technology Association of Oregon (TAO) Blacks in Technology (BIT) Networks and Sysytems Professionals Association (NaSPA) Washington State University (WSU) Oregon Institute of Technology (OIT) Oregon State University (OSU) Eastern Oregon University (EOU) Central Oregon Community College Portland Community College (PCC) Bend Oregon Jobs Hire Heroes USA Society of Broadcast Engineers (SBE) Public Broadcasting Service (PBS) Engineering Technology Advisory Committee (ETAC) via OPB employee		
Weekend Edition Host 3/1/2023	7	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia OPB LinkedIn Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) Oregon State University (OSU) Urban League of Portland WorkSource Oregon Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) Journalism Next University of California Berkeley Knight Digital Media Center (University of Southern California Annenberg) Northwestern University Washington State University Washington State University Columbia University North Carolina Agricultural and Technical State University Stony Brook University City University of New York (CUNY/CCNY) Emerson College New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication Grambling State University University of Missouri - Columbia Howard University Savannah State University From a current OPB employee	1 1 1	OPB Website
Associate Director, Corporate Support 3/13/2023	5	Current (we did not post this job to this source) OPB Website OPB LinkedIn OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB)	1 2 1	From a current OPB employee

Associate Director, Corporate Support (cont.)	Craigslist - Portland Greater Public Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Young Nonprofit Professionals Association (Portland) Think Public Media Reed College Lewis and Clark College Washington State University (WSU) Willamette University PDX Mindshare Idealist Current LinkedIn Boost LinkedIn (OPB employee	1	
Radio Operations Coordinator 3/13/2023	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Urban League of Portland WorkSource Oregon Asian American Journalists Association (AAJA) Columbia University Craig Newmark Graduate School of Journalism at City University of New York (CUNY/CCNY) Emerson College Indiana State University School of Journalism Journalism Next Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) National Association of Hispanic Journalists (NAHJ) National Association of Hispanic Journalists (NAHJ) National Association of Black Journalists (NAHJ) Native American Journalists Association (NAJA) New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication Pacific Islanders in Communications University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and Communication University of Oregon (U of O) School of Journalism and	4 1 1 1 1	From a current OPB employee

Radio Operations Coordinator (cont.)		Air Media From a current OPB employee	2	
Politics News Editor	4	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia OPB LinkedIn	2	OPB Website
		Local Organizations Indeed Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Urban League of Portland Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Multnomah University Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) Greater Public Current Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) Journalism Next University of Southern California (USC) Annenberg School for Communications & Journalism University of California Berkeley Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University School of Journalism Columbia University Emerson College New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication City University of New York (CUNY/CCNY) University of Washington — Seattle/Bothell Seattle University Oregon State University (OSU) University of Missouri - Columbia From a current OPB employee	1	
Accounting Technician 4/4/2023	3	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia OPB LinkedIn Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (PSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Zip Recruiter (aggregate site) Accountlandia @ Portland Community College (we did not post to this site)	1 1 1	Zip Recruiter
	T			

Faclities Technician (cont.)		Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon	1	
Associate Director of Audience Development 5/8/2023	6	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia OPB LinkedIn	2	Idealist
		Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Young Nonprofit Professionals Association (Portland) PDX Mindshare Idealist Journalism Next Black Public Media National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AJA) Native American Journalists Association (MAJA) Public Radio Association of Development Officers (PRADO) via OPB employee account Linkedln (OPB employee accounts) Direct email to colleagues via OPB employee	1	
Help Desk Specialist 5/8/2023	13	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland	2 3 1	iMatch

Help Desk Specialist (cont.)		WorkSource Oregon Glassdoor (aggregate site) Zip Recruiter (aggregate site) Women Engineers (we did not post to this site) Google Jobs (we did not post to this site) iMatch (we did not post to this site) LinkedIn (OPB employee accounts)	1 1 1 1 1 2	
Announcer/Programming Coordinator 5/22/2023	11	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) Urban League of Portland WorkSource Oregon PDX Mindshare Public Media Journalists Association (PMJA) Latino Public Broadcasting Asian American Journalists Association (AAJA) National Association of Hispanic Journalists (NAHJ) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication University of Southern California (USC) Annenberg School for Communications & Journalism Howard University North Carolina Agricultural and Technical State University Morehouse College From a current OPB employee	7 2 1	OPB Website
Planned Giving Advisor 6/1/2023	7	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia OPB LinkedIn Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Hispanic/Latino Professionals Association (HLPA) Nonprofit Professionals Now	3 2 1	OPB All Staff email

Maintenance Engineer	1	OPB Website	1	OPB Website
Maintenance Engineer 6/20/2023		OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland WorkSource Oregon Society of Broadcast Engineers (SBE) Chapter 124 Portland OR Society of Broadcast Engineers (SBE) Chapter 76 Eugene OR Society of Broadcast Engineers (SBE) Chapter 149 Medford OR Women in Technology - National Latinos in Information Sciences and Technology Association (LISTA) Technology Association of Oregon Blacks in Technology (BIT) Networks and Sysytems Professionals Association (NaSPA) Washington State University (WSU) Oregon Institute of Technology (OIT) Oregon State University (CSU) Eastern Oregon Ommunity College Portland Community College (PCC) Hire Heroes USA Society of Broadcast Engineers (SBE)	1	OPB Website
Media Operations Specialist 7/10/2023	6	OPB Website OPB All Staff email Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon LinkedIn (OPB employee accounts)	3 1 1	OPB Website
Corporate Account Executive 7/17/2023	5	OPB Website OPB All Staff email OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List	3 1	OPB Website

Corporate Account Executive (cont.)		Mt. Hood Community College (MHCC) Nonprofit Association of Oregon Partners in Diversity Multnomah University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Think Public Media Washington State University (WSU) Willamette University From a current OPB employee	1	
Podcast Producer 7/17/2023	15	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) Urban League of Portland WorkSource Oregon Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (NAJA) Native American Journalists Association (NAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Journalism Next Media Bistro Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University School of Journalism University of California Berkeley Emerson College New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication City University of New York (CUNY/CCNY) University of Missouri Journalism School Grambling State University Howard University Southern University Southern University Southern University Reed College From a current OPB employee Google Mallory Carra's West Coast Media Jobs newsletter Through an internal jobs list at NPR From a peer/colleague of mine in public radio From a colleague	2 2 3 1	OPB Website
Education Reporter 7/25/2023	8	LinkedIn, after a friend shared it on their account OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Indeed	3 1 1	OPB Twitter

Education Reporter (cont.)		Corporation for Public Broadcasting (CPB) Hispanic Metropolitan Chamber of Commerce - Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) WorkSource Oregon National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) University of California Berkeley Indiana State University School of Journalism Columbia University Northwestern University Emerson College University of Oregon (U of O) School of Journalism and Communications City University of New York (CUNY/CCNY) Howard University Brandeis University Savannah State University Grambling State University University of Mississippi American University Medaille University Stony Brook University Referral from Voces Internship, Nicole Foy Online	1 1	
Accounting Director 8/7/2023	1	OPB Website OPB All Staff email OPB LinkedIn Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) Nonprofit Association of Oregon Partners in Diversity Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Idealist Hispanic/Latino Professionals Association (HLPA) Western Oregon University (EOU) Accounting Jobs Today National Education Telecommunication Association (NETA)	1	Indeed
Media Archivist 8/14/2023	8	OPB Website OPB All Staff email OPB LinkedIn Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity	1	OPB Website

Media Archivist (cont.)		Multnomah University		
iviodia / troffivist (sofit.)		Oregon State University (OSU)		
		Portland State University (PSU) University of Oregon (U of O)		
		University of Portland (U of P)		
		Urban League of Portland WorkSource Oregon		
		Association of Moving Image Archivisits		
		Society of American Archivists		
		Northwest Archivists Annual Meeting via OPB employee LinkedIn (OPB employee accounts)		
		Archives Gig (we did not post to this site)	5	
Business Reporter	5	OPB Website		OPB Twitter
8/21/2023		OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations	3	
		Indeed	4	
		Corporation for Public Broadcasting (CPB) Craigslist - Portland	1	
		Hispanic Metropolitan Chamber of Commerce - Oregon		
		Mac's List Mt. Hood Community College (MHCC)		
		Mt. Hood Community College (MHCC) National Education Telecommunication Association		
		(NETA)		
		Nonprofit Association of Oregon Partners in Diversity		
		Multnomah University		
		Portland State University (PSU)		
		University of Oregon (U of O) Urban League of Portland		
		WorkSource Oregon		
		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Assocation of Black Journalists (NABJ)		
		Journalism Next Media Bistro		
		University of Southern California (USC) Annenberg		
		School for Communications & Journalism		
		University of California Berkeley Indiana State University School of Journalism		
		Columbia University		
		Columbia Journalism School Emerson College		
		University of Wisconsin-Madison Journalism School		
		New Media Innovation Lab at Arizona State University		
		(ASU) Walter Cronkite School of Journalism and Mass Communication		
		University of Oregon (U of O) School of Journalism and		
		Communications		
		City University of New York (CUNY/CCNY) Howard University		
		North Carolina Agricultural and Technical State University		
		Brandeis University		
		Savannah State University Grambling State University		
		University of Mississippi		
		American University		
		Stony Brook University Current		
		From a colleague	1	
Marshan Carl D	40	ODD Wakaita		N
Member Center Representative	13	OPB Website OPB All Staff email	2	Mac's List
		Indeed	2	
9/11/2023		Corporation for Public Broadcasting (CPB)	4	
		Craigslist - Portland Greater Public	4	
		Hispanic Metropolitan Chamber of Commerce - Oregon		
		Mac's List National Education Telecommunication Association	3	
		(NETA)		
		(NETA)		

Member Center Representative (cont.)		Partners in Diversity Portland State University (PSU) University of Oregon (U of O) WorkSource Oregon Washington State University (WSU) Oregon State University (OSU) University of Portland (U of P) Southern Oregon University (SOU) Western Oregon University (WOU) Reed College Lewis and Clark College Google Search Handshake (this is the system we use to post to universities)	1	
Market Research Analyst 9/18/2023	4	OPB Website OPB All Staff email Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Portland State University (PSU) School of Business Media Bistro American Marketing Association From a current OPB employee	3	OPB Website

Recruitment Sources	Total # Interviewed by Recruitment Source	Total # Hired by Recruitment Source
"Colleague"	1	
"From a peer/colleague of mine in public radio"	1	
"From my coworker"	1	
"Google Search"	1	
"Google"	1	
"Handshake" (this is the system we use to post to	_	
universities)	1	
"I found the job online"	1	
"LinkedIn, after a friend shared it on their account"	1	
"Mallory Carra's West Coast Media Jobs newsletter"	1	
"Referral from Voces Internship, Nicole Foy"	1	
"Through an internal jobs list at NPR"	1	
"Women Engineers" (we did not post to this site)	1	
Accountlandia @ Portland Community College (we did	-	
not post to this site)	1	
Archives Gig (we did not post to this site)	5	
Corporation for Public Broadcasting (CPB)	6	
Craigslist - Portland	16	
Current	1	
From a colleague	1	
From a current OPB employee	15	5
Glassdoor	3	1
Goinhouse	1	-
Google Jobs	1	
Idealist	1	1
iMatch	1	1
Indeed	36	3
LinkedIn	11	
Mac's List	6	1
Nonprofit Association of Oregon	1	
Nonprofit Professionals Now	1	
OPB All Staff email	7	3
OPB Twitter #mediadiversity #thinkpublicmedia	9	3
OPB Website	55	11
Oregon Women Lawyers listserve via OPB employee	2	1
Society of Broadcast Engineers (SBE) Chapter 124		
Portland OR	1	
University of Oregon (U of O) Law School	1	
WorkSource Oregon	2	
Zip Recruiter (aggregate site)	2	1

Total interviewed	198
Total Hired	31

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 Source	Contact and/or Notes	Contact Information
		https://jobboard.accountingjobstoday.com/
Accounting Jobs Today		employer/pricing/?extre=1
- in a second se		
*Affiliated Tribes of Northwest Indians		atni@atnitribes.org
Air Media		https://airmedia.org/node/add/job
		https://jobs.ama.org/employer/login/?goto=
American Marketing Association		%2Femployer%2Fmy%2Daccount%2F
American University		https://app.joinhandshake.com/login
Arizona State University (ASU)		https://app.joinhandshake.com/login
Arizona State University (ASU) College		1 113
of Law		lawcareerservices@asu.edu
Asian American Journalists Association		
(AAJA)		https://www.aajacareers.org/
*Asian Health Services Center (AHSC)		info@ahscpdx.org
Association of Moving Image Archivisits		https://amianet.org/resources/job-listings/
Bend Oregon Jobs		https://bendoregonjobs.com/post/
		https://www.blacksintechnology.net/choos
Blacks in Technology (BIT)		e-your-post-package/
Black Public Media	Christian	christian@nbpc.tv
Brandeis University		https://app.joinhandshake.com/login
Brigham Young University (BYU)		https://app.joinhandshake.com/login
Brigham Young University (BYU) Law		
School		https://law-byu.12twenty.com/hire
		https://www.cocc.edu/departments/cap/car
Central Oregon Community College		eer-services/employer-services.aspx
City University of New York		
(CUNY/CCNY)		https://app.joinhandshake.com/login
Columbia Journalism School		https://columbiajournalism.12twenty.com/
Columbia University		https://app.joinhandshake.com/login
Corporation for Public Broadcasting		
(CPB)		https://www.cpb.org/user
Craig Newmark Graduate School of		
Journalism at City University of New		
York (CUNY/CCNY)		https://app.joinhandshake.com/login
Craigslist - Bend		https://bend.craigslist.org/
Craigslist - Corvallis		https://corvallis.craigslist.org/
Craigslist - Portland		https://portland.craigslist.org/
Creighton University		https://app.joinhandshake.com/login
Current		https://jobs.current.org/employer/login/
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Eastern Washington University (EWU)		https://app.joinhandshake.com/login
Emerson College		https://app.joinhandshake.com/login
Foundation List		https://www.foundationlist.org/
Goinhouse		https://law-byu.12twenty.com/hire
Gonzaga University Law School		https://law-gonzaga.12twenty.com/hire

Source	Contact and/or Notes	Contact Information
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Grambling State University	J	https://app.joinhandshake.com/login
Greater Public		https://greaterpublic.org/submit-job/
Hire Heroes USA		https://jobs.hireheroesusa.org/
Hispanic Metropolitan Chamber of		https://hmccoregon.com/business-old/job-
Commerce - Oregon		board/
Hispanic/Latino Professionals		https://jobboard.hlpa.com/employer/private
Association (HLPA)		?login
Howard University		https://app.joinhandshake.com/login
Idealist		https://www.idealist.org/login
Indiana State University School of		intpo.//www.ideanot.org/jogin
Journalism		https://app.joinhandshake.com/login
Institute for Nonprofit Management		Intips://app.joinnandsnake.com/login
(INPM)		inpm@pdx.edu
(HAF IVI)		https://www.journalismjobs.com/login_emp
Journalism Jobs		
Journalism Jobs		loyer https://www.journalismnext.com/userlogin.
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Technology Association (LISTA)		/index.cfm?
Lewis and Clark College		https://app.joinhandshake.com/login
Lewis and Clark College Law School		https://law-lclark.12twenty.com/hire
		https://www.linkedin.com/company/oregon-
		public-broadcasting/ and employee
LinkedIn		accounts
		https://www.linkedin.com/company/oregon-
LinkedIn Boost		public-broadcasting/
Mac's List		https://jobs.macslist.org/login/employer/job
*Mary's Woods Retirement		
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(MIT) Science Writing Program	Christina Couch	couch@mit.edu; sciwrite-www@mit.edu
	(this university closed on	
Medaille University	August 31, 2023)	https://app.joinhandshake.com/login
Media Bistro	<u> </u>	https://www.mediabistro.com/post-jobs
Morehouse College		https://app.joinhandshake.com/login
Morgan State University		https://app.joinhandshake.com/login
Mt. Hood Community College (MHCC)		https://app.joinhandshake.com/login
Multnomah University		https://app.joinhandshake.com/login
National Assocation of Black Journalists		mapo,//app.joi.manaonako.oom/login
(NABJ)		https://www.nabjcareers.org/login/
National Association of Hispanic		mapo/www.mabjoarcers.org/login/
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Nonprofit Professionals Now North Carolina Agricultural and Technical State University Northwest Film Center/Portland Art Museum Center for an Untold Tomorrow (PAM CUT) Northwestern University OPB All Staff email OPB all staff email directory OPB All Staff email OPB all staff email directory OPG All Staff email OPB all staff email directory OPG All Staff email OPB all staff email directory OPG All Staff email OPB all staff email directory OPG All Staff email OPB all staff email directory OPG ACO. mail@das.state.or.us OACO.mail@oregon.gov Oregon Advocacy Commission on Black Affairs OACO. mail@oregon.gov Oregon Institute of Technology (OIT) Oregon Media Production Association (OMPA) Oregon State Bar Oregon State Bar Oregon State Bar Oregon State Bar Oregon State Interestive (OSU) Pacific Islanders in Communications Maluhia Kaimikaua Makimikaua@piccom.org https://jobs.psar.org/employer/login/?goto=%2Femployer/%2F post%2F https://app.joinhandshake.com/login nkaimikaua@piccom.org https://jobs.psartnersindiversity.org/employer r-offers PDX Women in Technology Partland Community College (PCC) Portland State University (PSU) Portland State University (PSU) Portland State University (PSU) School of Business Graduate Students Angela Liu Iliu28@pdx.edu https://www.productionhub.com/jobs/pre-post#post-jobs.pmja.org/ Public Media Journalists Association (PMJA) Public Radio Program Directors (PRPD) Chris Paige Diers cpaigediers@mail.com https://lobs.pmja.org/ https://lobs.pmja.org/ cpaigediers@gmail.com https://lobs.pmja.org/ https://lobs.pmja.org/ cpaigediers@gmail.com https://lobs.pmja.org/ https://lobs.pmja.org/ https://lobs.pmja.org/ https://lobs.pmja.org/			
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OPB All Staff email OPB all staff email directory OPB Website **Oregon Advocacy Commission Office (OACO) **Oregon Commission on Black Affairs OACO.mail@oregon.gov Oregon Institute of Technology (OIT) Oregon Media Production Association (OMPA) Oregon State Bar Oregon State Bar Oregon State University (OSU) Partners in Diversity Passion Impact, Inc. PDX Women in Technology PDX Women in Technology Portland State University (PSU) Portland State University (PSU) School of Business Froduction Hub Production Hub Public Redia Journalists Association (PMJA) Really Good Emails (RGE) OACO.mail@oregon.gov OACO.mail@oregonlover Https://jobs.optnensor.org/Intps://obs.pnja.org/ OACO.mail@oregon.gov OACO.			
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*Oregon Advocacy Commission Office (OACO) OACO.mail@das.state.or.us *Oregon Commission on Black Affairs OACO.mail@oregon.gov Oregon Institute of Technology (OIT) Oregon Media Production Association (OMPA) Oregon State Bar Oregon State University (OSU) Partners in Diversity Passion Impact, Inc. PDX Mindshare PDX Women in Technology PDX Women in Technology Portland State University (PSU) Portland State University (PSU) School of Business Graduate Students Affairs OACO.mail@das.state.or.us Nttps://pope.ocom/popinhandshake.com/login Nttps://pobs.patnersindiversity/goto-wice/popinhandshake.com/login Nttps://pos.patnersindiversity.org/employers/ r-offers Stefan@passionimpact.org Nttps://pos.pdxwit.org/products Nttps://pos.pdxwit.org/products Nttps://poc- ccsm.symplicity.com/employers/?signin_tab =0&signin_tab=0 Nttps://poc- ccsm.symplicity.com/employers/?signin_tab =0&signin_tab=0 Nttps://app.joinhandshake.com/login DeAnne.Preston@pdx.edu and iiu28@pdx.edu DeAnne.Preston@pdx.edu and iiu28@pdx.edu Iiu28@pdx.edu Iiu28@pdx.edu Iiu28@pdx.edu Nttps://www.productionhub.com/jobs/pre- post#post-job Public Redia Journalists Association (PMJA) Public Redio Program Directors (PRPD) Chris Paige Diers Cpaigediers@gmail.com Intps://reallygoodemails.pallet.com/jobs	-		
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Source	Contact and/or Notes	Contact Information
Savannah State University		https://app.joinhandshake.com/login
Seattle Pacific University		https://app.joinhandshake.com/login
Seattle University		https://app.joinhandshake.com/login
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		https://sbe.org/sections/jl_submit.php
Society of Broadcast Engineers (SBE)		https://sbe.org/sections/ji_submit.php
Society of Broadcast Engineers (SBE)		avenett@h.alma.mat
Chapter 124 Portland OR		everett@helm.net
Society of Broadcast Engineers (SBE)		
Chapter 141 Medford OR		wewhitt@gmail.com
Society of Broadcast Engineers (SBE)		
Chapter 76 Eugene OR		drlmhunt@gmail.com
Society of Professional Journalists (SPJ)		https://jobs.spj.org/employers/
Southern Oregon University (SOU)		https://app.joinhandshake.com/login
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Staff Me Up		https://staffmeup.com/login
Stanford University		https://app.joinhandshake.com/login
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Stony Brook University		https://app.joinhandshake.com/login
Technology Association of Oregon		https://www.techoregon.org/tech-oregon-
(TAO)		careers/jobs/post-a-job/
Think Public Media		http://www.thinkpublicmedia.org/careers-1
Traffic Directors Guild of America		, то-ф туто то т
(TDGA)		tdgaorg@gmail.com
Twitter #mediadiversity		1.29.0.9@9
#thinkpublicmedia		https://twitter.com/OPB
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
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University of Oregon (U of O) Law		csm.symplicity.com/employers/index.php?
School		signin_tab=0&signin_tab=0
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University of Portland (U of P)	1	https://app.joinhandshake.com/login
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Source	Contact and/or Notes	Contact Information
University of Southern California (USC)		https://annenberg-usc-
Annenberg School for Communications		csm.symplicity.com/employers/?signin_tab
& Journalism		=0&signin_tab=0
University of Utah		https://app.joinhandshake.com/login
University of Utah Law School		https://law-utah.12twenty.com/hire
University of Washington –		
Seattle/Bothell		https://app.joinhandshake.com/login
		https://www.law.uw.edu/careers/for-
University of Washington Law School		employers
University of Wisconsin-Madison		
Journalism School		https://app.joinhandshake.com/login
		https://jobs.ulpdx.org/payments/new?p=4f
Urban League of Portland		307d5b-6ca1-4c73-b418-0614454b20e6
Washington State University (WSU)		https://app.joinhandshake.com/login
Washington State University (WSU)		
Vancouver		https://app.joinhandshake.com/login
Western Oregon University (WOU)		https://app.joinhandshake.com/login
*Willamette University		mba-jobs@willamette.edu
Willamette University		https://app.joinhandshake.com/login
Willamette University Law School		https://law-willamette.12twenty.com/hire
Willamette Valley Development Officers		
(WVDO)		https://npprofessionals.com/
		https://womenintechnology-
		jobs.careerwebsite.com/employer/login/?
Women in Technology - National		msessid=ixbR2
		https://empportal.emp.state.or.us/mprod_i
WorkSource Oregon		mscod_dad/!pkg_general.proc_navigate
Young Nonprofit Professionals		
Association (Portland)		https://ynpn.org/post-a-job/

LOCAL AFFIRMATIVE ACTION:

Affiliated Tribes of Northwest Indians

P.O Box 66209

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

Asian Health and Services Center

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

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

Oregon Advocacy Commission Office (OACO)

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

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

Oregon Commission on Black Affairs

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

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

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

https://www.partnersindiversity.org/

PDX Women in Technology 221 SE Ankeny St Portland, OR 97214 https://jobs.pdxwit.org/products

Urban League of Portland 10 N. Russell St. Portland, OR 97227 Phone: (503) 280-2600 https://ulpdx.org/

NATIONAL AFFIRMATIVE ACTION:

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

Blacks in Technology 4132 Foxpoint Ridge Cleves, Ohio 45002 Phone: (984) 217-7890

https://www.blacksintechnology.net/

Black Public Media 8 W. 126th St., Ste. 0D3117 New York, NY 10027 Phone: (212) 234-8200 https://blackpublicmedia.org/

Hispanic/Latino Professionals Association Phone: (888)550-3777 https://hlpa.com/

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

Latino Public Broadcasting 3575 Cahuenga Blvd. Suite # 630 Los Angeles, CA 90068 Phone: (323) 969-8000 https://lpbp.org/

Latinos in Information Sciences and Technology Association (LISTA) 5945 Jimmy Carter Blvd. Norcross GA 30071 Phone: (770) 765-3478 https://techlatino.org/career-center/ 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/

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

Pacific Islanders in Communications 615 Pi'ikoi Street, Suite 1203 Honolulu, HI 96814 Phone: (808) 591-0059 https://www.piccom.org/

Think Public Media http://www.thinkpublicmedia.org/

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

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

(1) Participation in 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 ongoing nationwide public media recruiting efforts called Think Public Media. OPB's People and Culture Representatives along with journalists and editors attended the following conferences as part of our recruitment efforts:

- NAHJ National Association of Hispanic Journalists July 12-15
- AAJA Asian American Journalists Association July 19-23
- NABJ National Association of Black Journalists August 2-6

Journalists, editors and organizational directors also attended the Association of LGBTQ+ Journalists – September 7-10.

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

- Urban League of Portland 2023 Career Connections Job Fair on June 8, 2023. The focus
 of this fair was on employment opportunities for people from the Black/African American
 community. INCIGHT Jobs Now job fair on June 20, 2023. The focus of this fair was on
 employment opportunities for people experiencing disabilities.
- Northwest Native Chamber of Commerce's The Gathering event on 10/19/2023.
- Hispanic Metropolitan Chamber of Commerce's 29th Heritage Celebration event on 09/08/2023 to inform the public of employment opportunities with OPB.

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

OPB operated the Roger Cooke Legal fellowship program in 2022-2023. The purpose of the fellowship is to provide a two-year in-house experience to an early career or returning lawyer who has a demonstrated interest in media law. As part of OPB's public service mission, we intend to leverage the short-term nature of this position to provide broad-based in-house training, while also expanding the number of lawyers in Oregon with significant media law experience. Throughout the last year 6 legal fellow have come through this program.

OPB in partnership with the University of Oregon School of Journalism and Communication again hosted a 2023 Charles Snowden Program for Excellence in Journalism Internship. This year, our Snowden intern specialized in photography and worked under the guidance of OPB's award winning Photo Editor.

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

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

Associate Director, Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media.

Politics News Editor: Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media, Society of Professional Journalists, National Association of Hispanic Journalists, Asian American Journalists Association, National Association of Black Journalists.

Associate Director of Audience Development: Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media, National Association of Hispanic Journalists, Asian American Journalists Association, Native American Journalists Association, Public Radio Association of Development Officers.

Accounting Director: Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media, Hispanic/Latino Professionals Association,

Operations Manager: Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media, Blacks in Technology, Latinos in Information Sciences and Technology Association

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

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