



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

For the period commencing September 22, 2016 and ending September 21, 2017

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)

Job Title	Total Interviewed for the Position	Recruitment Sources / Total Number Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<p>Network Center Support Technician</p> <p>(2 hires from same recruitment)</p> <p>10/3/16 and 10/17/16</p>	<p align="center">8</p>	<p>OPB Website (3)</p> <p>OPB All Staff email</p> <p>OPB Staff Lounge – post hard copy of announcement</p> <p>OPB LinkedIn</p> <p>OPB Twitter #mediadiversity #pubjobs #nprjobs</p> <p>Local Organizations (see organizations noted with a * in the Resource Agencies section)</p> <p>Craigslist Portland (2)</p> <p>Mosaic Metier</p> <p>Mac's List</p> <p>Nonprofit Association of Oregon</p> <p>LinkedIn Groups (Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, BroadcastEngineering, Media Jobs, Broadcast and Broadcast Technology Recruitment, Broadcast and Radio Professionals, OPB Alumni, pdxMindShare - Portland's Career Community, Radio Network Planning and Optimization, RF Job/Engineers, Oregon Association of Broadcasters)</p> <p>#WOCInTechChat</p> <p>Current</p>	<p>Craigslist Portland (1)</p> <p>OPB website (1)</p>

		<p>CPB Jobline Network and Systems Professionals Association Urban League of Portland PDX Women in Technology Twitter PDX Women in Technology Job Board Women in Technology Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Portland State University University of Oregon Washington State University Vancouver Oregon Institute of Technology Oregon State University Portland Community College Mt. Hood Community College Clackamas Community College job board Chemeketa Community College job board Lane Community College job board Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) Notified by a friend (1) Indeed (aggregate site – not posted by OPB) (1) Facebook (OPB employee accounts) (1)</p>	
<p>Education Reporter/Producer 10/31/16</p>	<p>9</p>	<p>OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs (1) 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</p>	<p>Latino Public Radio Consortium</p>

	<p> University of Oregon Hispanic Metro Chamber (in English via LinkedIn and in Spanish) Journalism Jobs El Hispanic News Society of Professional Journalists National Association of Hispanic Journalists (in English and Spanish) Latino Public Radio Consortium (1) 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 & 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 U of O School of Journalism aka Turnbull Center CUNY (City University of New York aka CCNY) University of Missouri Journalism School AIR Listserv Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee account) Notified by NPR Colleague (1) </p>	
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		<p>Thinkpublicmedia.org (1) Facebook (2) Indeed (aggregate site – not posted by OPB) (2) Referred by OPB employee (1)</p>	
<p>Philanthropy Officer 11/16/16</p>	<p>8</p>	<p>OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of announcement OPB LinkedIn Local Organizations (see organizations noted with a * in the Resource Agencies section) LinkedIn Groups – 1st posting (Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, Willamette Valley Development Officers (WVDO), Media Jobs, Media Diplomat, OPB Alumni, pdxMindShare - Portland's Career Community, Mac's List, Nonprofit & Philanthropy Jobs powered by ImpactFlow, Nonprofit Leadership, Non Profit Network (nonprofit), The Chronicle of Philanthropy) LinkedIn Groups – 2nd posting (Media Diplomat, Media Jobs, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, pdxMindShare - Portland's Career Community, Success Minded African Americans, Mac's List, The Chronicle of Philanthropy, Nonprofit & Philanthropy Jobs powered by ImpactFlow, Non Profit Network (nonprofit), Willamette Valley Development Officers (WVDO), ThoseInMedia) OPB Twitter #mediadiversity #pubjobs #nprjobs Craigslist Portland Mac's List (2) Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB Jobline University of Oregon Community Nonprofit Resource Group Idealist Institute for Nonprofit Management Young Nonprofit Professionals Association (Portland) Willamette Valley Development Officers (1) Willamette Valley Development Officers eBlast (1) Association of Fundraising Professionals National Association of Fundraising Professionals OR & SW WA Association of Fundraising Professionals NW WA plus Job Flash email Association of Fundraising Professionals SF Bay Area</p>	<p>Indeed</p>

		<p>Northwest Planned Giving Roundtable (NWPGR)</p> <p>Current (1)</p> <p>Public Media Development and Marketing Conference (Greater Public)</p> <p>Portland State University</p> <p>University of Portland</p> <p>Willamette University</p> <p>LinkedIn (OPB employee accounts)</p> <p>Twitter (OPB employee accounts)</p> <p>Indeed (aggregate site – not posted by OPB) (1)</p> <p>Referred by OPB employee (1)</p> <p>Notified by a friend (1)</p>	
<p>Philanthropy Operations Manager</p> <p>1/3/17</p>	4	<p>OPB Website (1)</p> <p>OPB All Staff email</p> <p>OPB Staff Lounge – post hard copy of posting announcement</p> <p>OPB LinkedIn</p> <p>LinkedIn Groups (Media Diplomat, Media Jobs, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, OPB Alumni, Organizational Change Pioneers, pdxMindShare - Portland's Career Community, Success Minded African Americans, Mac's List, The Chronicle of Philanthropy, Nonprofit & Philanthropy Jobs powered by ImpactFlow, NonProfit Network (nonprofit), Willamette Valley Development Officers (WVDO), ThoseInMedia, UNITY: Journalists for Diversity, Talking Radio)</p> <p>OPB Twitter #mediadiversity #pubjobs #nprjobs #thinkpublicmedia</p> <p>Local Organizations (see organizations noted with a * in the Resource Agencies section)</p> <p>Craigslist Portland</p> <p>Mac's List (2)</p> <p>Nonprofit Association of Oregon</p> <p>Mosaic Metier</p> <p>Urban League of Portland</p> <p>CPB jobline</p> <p>University of Oregon</p> <p>Hispanic Metro Chamber</p> <p>Community Nonprofit Resource Group</p> <p>Idealist</p> <p>Institute for Nonprofit Management</p> <p>Young Nonprofit Professionals Association (Portland)</p> <p>Willamette Valley Development Officers</p>	Mac's List

		<p>Willamette Valley Development Officers eblast AFP OR & SW WA Northwest Planned Giving Roundtable (NWPGR) Portland State University University of Portland Willamette University Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) (1)</p>	
<p>Producer/Reporter 1/3/17</p>	<p>11</p>	<p>OPB Website (2) OPB All Staff email (1) OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn OPB Twitter #mediadiversity #pubjobs #nprjobs Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslis Portland Mac's List Nonprofit Association of Oregon Mosaic Metier LinkedIn Groups – first posting (Media Diplopmat, Media Jobs, Public Broadcasting Service Alumni, Public Radio, Oregon Professionals of Color, Success Minded African Americans, National Association of Hispanic Journalists, OPB Alumni, Native American Journalists Association, Asian American Journalists Association (AAJA), Broadcast and Radio Professionals, Innovation Journalism, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Online reporters and editors, ThoseInMedia, Talking Radio, UNITY: Journalists for Diversity) LinkedIn Groups – 2nd posting (Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, Media Diplomat, Media Jobs, National Association of Hispanic Journalists, Native American Journalists Association, Asian American Journalists Association (AAJA), Journalism Jobs TV Radio Social Media PR Journalist Communications Public Relations JournalismJob.com, Journalist Jobs, OPB Alumni, UNITY: Journalists for Diversity, ThoseInMedia) Oregon Film (aka The Confluence) Production Hub Oregon Media Production Association Women in Film Portland Women in Film Bay Area Women in Film Los Angeles</p>	<p>Referred by OPB employee</p>

Women in Film Seattle
 Journalism Jobs
 Society of Environmental Journalists (SEJ)
 Society of Professional Journalists
 National Association of Hispanic Journalists
 Latino Public Radio Consortium
 Asian American Journalists Association
 National Association of Black Journalists
 Pacific Islanders in Communications
 Poynter.org
 Journalism Next
 Online News Association
 South Asian Journalists Association
 CPB Jobline
 Current
 TV News Check
 Adweek/Media Bistro
 USC Annenberg School for Communications & 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
 U of O School of Journalism aka Turnbull Center
 CUNY (City University of New York aka CCNY)
 University of Missouri Journalism School
 NYU Film School (Tisch School of the Arts)
 UCLA Film School
 University of Texas Film School
 George Washington U Film School

		Stanford Film School Oregon Field Guide Facebook page Institutes for Journalism and Natural Resources (via OPB employee) CPB/PBS Producers Academy alumni groups (via OPB employee) PBS Digital (via OPB employee) Facebook (OPB employee accounts) (2) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Referred by OPB employee (2) Notified by colleague (2) Notified by friend (2)	
Technology Project Manager 1/17/2017	6	OPB Website (2) OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn LinkedIn Groups (Media Diplomat, Media Jobs, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, OPB Alumni, Organizational Change Pioneers, pdxMindShare - Portland's Career Community, Success Minded African Americans, Mac's List, The Chronicle of Philanthropy, Nonprofit & Philanthropy Jobs powered by ImpactFlow, Non Profit Network (nonprofit), Willamette Valley Development Officers (WVDO), ThoseInMedia, UNITY: Journalists for Diversity, Talking Radio) OPB Twitter #thinkpublic media #mediadiversity #pubjobs #nprjobs 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 University of Oregon Hispanic Metro Chamber #WOCInTechChat via Twitter Community Nonprofit Resource Group Idealist Young Nonprofit Professionals Association Portland Institute for Nonprofit Management	Indeed

		<p>CPB Jobline Network and Systems Professionals Association IEEE Society of Broadcast Engineers National Society of Broadcast Engineers Women in Technology Portland Women in Technology National Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Portland State University Oregon Institute of Technology Clark College Vancouver WSU Vancouver University of Portland LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Worksource Oregon (1) Indeed (aggregate site – not posted by OPB) (3)</p>	
<p>SW Washington Reporter/Producer 2/22/17</p>	<p>9</p>	<p>OPB Website (1) OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn LinkedIn Groups – first posting (Media Diplomat, Media Jobs, Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, OPB Alumni, Organizational Change Pioneers, pdxMindShare - Portland's Career Community, Success Minded African Americans, Mac's List, The Chronicle of Philanthropy, Nonprofit & Philanthropy Jobs powered by ImpactFlow, Non Profit Network (nonprofit), Willamette Valley Development Officers (WVDO), ThoseInMedia, UNITY: Journalists for Diversity, Talking Radio LinkedIn Groups – second posting (Oregon Professionals of Color, Public Broadcasting Service Alumni, Public Radio, UNITY: Journalists for Diversity, National Association of Hispanic Journalists, Native American Journalists Association, OPB Alumni, pdxMindShare - Portland's Career Community, Success Minded African Americans, Journalism Jobs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition, Innovation Journalism, Hacking Journalism, Online reporters and editors, Talking Radio, ThoseInMedia) OPB Twitter #mediadiversity #pubjobs #nprjobs (1) Local Organizations (see organizations noted with a * in the Resource Agencies section)</p>	<p>Referred by OPB employee</p>

	<p> 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 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 & 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 U of O School of Journalism aka Turnbull Center CUNY (City University of New York aka CCNY) </p>	
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		University of Missouri Journalism School Newhouse School alumni jobs email (via OPB employee) Facebook (OPB employee accounts) (3) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) (1) Referred by OPB employee (3)	
Executive Assistant to the Chief Content Officer 2/22/17	10	OPB Website (2) OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn (1) LinkedIn Groups (Oregon Professionals of Color, Success Minded African Americans, Public Broadcasting Service Alumni, Public Radio, OPB Alumni, Organizational Change Practitioners, pdxMindShare - Portland's Career Community, NonProfit Network (nonprofit), Mac's List) OPB Twitter #mediadiversity #pubjobs #nprjobs #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (1) Mac's List (3) Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Portland State University Portland Community College Clackamas Community College Community Nonprofit Resource Group Idealist Institute for Nonprofit Management LinkedIn (OPB employee accounts) Notified by colleague (1) Indeed (aggregate site – not posted by OPB) (2)	Indeed

<p>Senior Visual Producer</p> <p>4/3/17</p>	<p>5</p>	<p>OPB Website (1) OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn LinkedIn Groups (Media Jobs, Oregon Professionals of Color, Success minded African Americans, OPB Alumni, Public Broadcasting Service Alumni, Public Radio, pdxMindShare - Portland's Career Community, Innovation Journalism, UNITY: Journalists for Diversity, Journalism JObs TV Radio Social Media PR Journalist Communication Public Relations JournalismJob.com, Journalist Jobs, Journalists in Transition, Mac's List, ThoseInMedia, Online reporters and editors, Media Diplomat) OPB Twitter #mediadiversity #pubjobs #nprjobs 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 University of Oregon Hispanic Metro Chamber 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 South Asian Journalists Association Adweek/Media Bistro Current USC Annenberg School for Communications & Journalism UC, Berkeley, Graduate School of Journalism</p>	<p>Referred by OPB employee</p>
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		<p> 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 U of O School of Journalism aka Turnbull Center CUNY (City University of New York aka CCNY) University of Missouri Journalism School Society for News Design Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee account) Indeed (aggregate site – not posted by OPB) (1) Glassdoor (aggregate site – not posted by OPB) (1) Hirewire (aggregate site – not posted by OPB) (1) Referred by OPB employee (1) </p>	
<p> Senior Philanthropy Officer 6/1/17 </p>	<p> 5 </p>	<p> OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List (2) Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber Community Nonprofit Resource Group </p>	<p> Referred by OPB employee </p>

		<p> Idealist Institute for Nonprofit Management Young Nonprofit Professionals Association (Portland) Willamette Valley Development Officers Willamette Valley Development Officers eblast Association of Fundraising Professionals OR & SW WA Association of Fundraising Professionals National Association of Fundraising Professionals Seattle Association of Fundraising Professionals SF Bay Area Northwest Planned Giving Roundtable (NWPGR) (1) Current Portland State University University of Portland Willamette University Twitter (OPB employee accounts) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Referred by OPB employee (1) Notified by colleague (1) </p>	
<p> Network Support Technician, Bend (2 hires from same recruitment) 6/15/17 and 6/22/17 </p>	<p>6</p>	<p> OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (4) Craigslist Bend Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland CPB jobline University of Oregon Hispanic Metro Chamber HireVeterans </p>	<p> PSU (1) Craigslist (1) </p>

		<p>ETAC PBS (via OPB employee) Women of Color in Tech via Twitter @WOCInTechChat & #WOCInTechChat PDX Women in Technology Job Board PDX Women in Technology twitter Women in Technology (national) Latinos in Information Science and Technology Association (LISTA) Blacks in Technology SBE National Society of Broadcast Engineers North Oregon 124 Society of Broadcast Engineers Eugene 76 Society of Broadcast Engineers Medford 141 Network and Systems Professionals Association Portland State University (1) Washington State University Oregon Institute of Technology Oregon State University Portland Community College Clackamas Community College Chemeketa Community College Benson Polytechnic High School Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) Referred by OPB employee (1)</p>	
<p>Accounting Technician 6/19/17</p>	<p>2</p>	<p>OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement LinkedIn Group (OPB Alumni) OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (1) Mac's List Nonprofit Association of Oregon Mosaic Metier Urban League of Portland</p>	<p>Referred by OPB employee</p>

		<p>CPB jobline University of Oregon Hispanic Metro Chamber Community Nonprofit Resource Group Idealist.org Institute for Nonprofit Management Young Nonprofit Professionals Association (Portland) Nonprofit Talent Portland Community College Clackamas Community College Portland State University LinkedIn (OPB employee accounts) Referred by OPB employee (1)</p>	
<p>Member Center Representative (2 hires from same recruitment) 6/21/17 and 6/26/17</p>	<p>6</p>	<p>OPB Website OPB All Staff email (1) OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn (1) LinkedIn Groups (OPB Alumni; Public Broadcasting Service Alumni; Oregon Professionals of Color; Success Minded African Americans; Public Radio; pdx MindShare; WVDO) OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (1) Mac's List (2) 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 Idealist Institute for Nonprofit Management Young Nonprofit Professionals Association Willamette Valley Development Officers</p>	<p>OPB All Staff email (1) Mac's List (1)</p>

		Portland Community College Clark College Vancouver WSU Vancouver University of Portland Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (aggregate site – not posted by OPB) (1)	
General Assignment Producer/Reporter 6/27/17	10	OPB Website (3) OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn LinkedIn Group (OPB Alumni) 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 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	Journalists of Color in Public Media Facebook group

	<p>Online News Association South Asian Journalists Association Adweek/Media Bistro Current Greater Public Public Media Development and Marketing Conference USC Annenberg School for Communications & 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 U of O School of Journalism and Communication U of O School of Journalism and Communication via Twitter CUNY (City University of New York aka CCNY) University of Missouri Journalism School NYU Journalism School Facebook groups via OPB employee (Film & Media Community of Oregon, Indie Oregon Films, Oregon Media & Film Group, FILMMAKERS: Generation Next, PSU Film Crew) Facebook group via OPB employee (Public Media Journalists Reporters) Facebook groups via OPB employee (Public Media Millennials, Journalists of Color in Public Media) (1) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) (1) Twitter (OPB employee accounts) (1) Notified by colleague (1) AIR (OPB did not post here directly) (1) Referred by OPB employee (1)</p>	
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<p>Digital Platform Developer</p> <p>6/27/17</p>	<p>7</p>	<p>OPB Website OPB All Staff email OPB Staff Lounge – post hard copy of posting announcement OPB LinkedIn LinkedIn Group (OPB Alumni) OPB Twitter #mediadiversity #thinkpublicmedia (1) 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 (1) University of Oregon Hispanic Metro Chamber Community Nonprofit Resource Group Idealist Young Nonprofit Professionals Association (Portland) CPB Jobline PDX Women in Technology Job Board Technology Association of Oregon (TAO) (1) Women of Color in Tech (via Twitter @WOCInTechChat & #WOCInTechChat) Women in Technology (national) Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Portland State University Oregon State University Western Oregon University Oregon Institute of Technology Portland Community College Clackamas Community College Chemeketa Community College LinkedIn (OPB employee accounts) Portlandtech.org (OPB did not post here directly) (1) PyLadies chapter forum (OPB did not post here directly) (1)</p>	<p>Portlandtech.org</p>
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		Glassdoor (aggregate site – not posted by OPB) (1) Indeed (aggregate site – not posted by OPB) (1)	
Accountant 8/1/17	8	<p>OPB Website (2) OPB All Staff email (2) OPB Staff Lounge – post hard copy of posting announcement OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland (1) 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 American Institute of CPAs Community Nonprofit Resource Group Idealist.org Institute for Nonprofit Management Young Nonprofit Professionals Association (Portland) Nonprofit Talent Oregon State University Western Oregon University LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Notified by a friend (1) Indeed (aggregate site – not posted by OPB) (2)</p>	OPB Website

Total Number Interviewed by Recruitment Source

OPB Website	17
Indeed (aggregate site – not posted by OPB)	14
Referred by OPB employee	12
Mac's List	11
Craigslist Portland	10
Facebook (OPB employee accounts)	6
Notified by a friend	5
Notified by colleague	5
OPB All Staff email	4
OPB Twitter #mediadiversity #pubjobs #nprjobs	3
CPB jobline	2
Facebook	2
Glassdoor (aggregate site – not posted by OPB)	2
LinkedIn (OPB employee accounts)	2
OPB LinkedIn	2
Twitter (OPB employee accounts)	2
AIR	1
Current	1
Facebook groups via OPB employee (Journalists of Color in Public Media)	1
Hirewire (aggregate site – not posted by OPB)	1
Latino Public Radio Consortium	1
Northwest Planned Giving Roundtable (NWPGRT)	1
Notified by NPR Colleague	1
Portland State University	1
Portlandtech.org (OPB did not post here directly)	1
PyLadies chapter forum (OPB did not post here directly)	1
Technology Association of Oregon (TAO)	1
Thinkpublicmedia.org	1
Willamette Valley Development Officers	1
Willamette Valley Development Officers eBlast	1
Worksource Oregon	1
Total:	114

Total Number Hired by Recruitment Source

Referred by OPB employee	5
Indeed	3
OPB Website	2
Mac's List	2
Craigslist Portland	2
PSU	1
Portlandtech.org	1
OPB All Staff email	1
Latino Public Radio Consortium	1
Journalists of Color in Public Media Facebook group	1

Total: 19

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.atntribes.org>

Asian American Journalists Association –
Portland Chapter
<http://www.aaja.wordpress.com>

Asian Health and Services Center
Christine Lau
3430 SE Powell Blvd
Portland, OR 97202
info@ahscpx.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>

El Hispanic News
<http://www.elhispanicnews.com/>
Goodwill Job Connection
Maggie Mashia
mmashia@gicw.org

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
541-882-1487

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

Mosaic Metier
(360) 747-7068
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

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

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
<http://tv-workshop.com/>

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

Women in Film Bay Area
<http://www.bawifm.org/>
info@bawifm.org

Women in Film Los Angeles
<https://womeninfilm.org/>
info@wif.org

Women in Film Portland <http://wifpdx.org/>
whatsupwif@wifpdx.org

Women in Film Seattle
<http://www.womeninfilmseattle.org/>
wif@womeninfilmseattle.org

NATIONAL AFFIRMATIVE ACTION:

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

Blacks in Technology
<http://www.blacksintechology.net/>

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.

Resource	Contact	Contact Information
* Affiliated Tribes of Northwest Indians	Charlie	atni@atntribes.org
AIR Listserv		https://airmedia.org/
American Institute of CPAs		http://www.aicpa.org/Pages/default.aspx
Asian American Journalists Association		http://www.aaja.org
Asian American Journalists Association – Portland Chapter		http://www.aaja.wordpress.com
* Asian Health and Services Center	Christine Lau	info@ahscpdx.org 3430 SE Powell, Portland, OR 97202
Association of Fundraising Professionals (AFP) Golden Gate		http://afpgoldengate.afpnet.org/
Association of Fundraising Professionals (AFP) Oregon and SW Washington Chapter		http://www.afporegon.afpnet.org
Association of Fundraising Professionals (AFP) National		http://www.afpnet.org/
Association of Fundraising Professionals (AFP) NW Washington		http://www.afpWASHINGTON.org/
Benson Polytechnic High School		http://www.bensonhs.pps.k12.or.us/
Blacks in Technology		https://www.blacksintechology.net/
Bennett College	Ebony Kendrick	http://www.bennett.edu
Chemeketa Community College		http://www.chemeketa.edu/
City University of New York, CUNY and/or CCNY		http://www.journalism.cuny.edu/career-services/career-services-for-students/
Clackamas Community College		http://www.clackamas.edu/
Clark College		http://www.clark.edu/
Columbia Journalism School		http://www.journalism.columbia.edu/careers/JobPostings
Community Nonprofit Resource Group (CNRG)		http://www.cnrg-portland.org
Corporation for Public Broadcasting (CPB) jobline		401 Ninth Street, NW, Washington DC 20004-2129 http://www.cpb.org
Craigslist Bend		https://bend.craigslist.org/

Craigslist Portland		http://portland.craigslist.org
Craigslist Seattle		https://seattle.craigslist.org/
Current	Kathleen Unwin	1612 K St NW, Suite 704, Washington DC 20006 http://www.current.org
* Dept. of Human Services Self Sufficiency section	Heather Martiniez	heather.l.martinez@state.or.us
El Hispanic News		http://www.elhispanicnews.com
Emerson College		http://www.emerson.edu
Facebook		http://www.facebook.com , http://www.facebook.com/opb , and employee accounts
George Washington University Film School		harveyf@gwu.edu
* Goodwill Job Connection	Maggie Mashia	mmashia@gicw.org
Greater Public Media Development and Marketing Conference (PMDC)		http://greaterpublic.org/node/add/job
HireVeterans		http://www.hireveterans.com/
* Hispanic Metropolitan Chamber of Commerce		333 SW 5 th Avenue, Suite 100, Portland, OR 97204 503-222-0280 info@hmccoregon.com http://www.hmccoregon.com
Idealist		http://www.idealist.org
IEEE		http://careers.computer.org/
Indiana University School of Journalism		http://www.journalism.indiana.edu
Institute for Nonprofit Management (INPM) listserv at Portland State University		http://www.inpm.pdx.edu
JournalismJobs		http://www.journalismjobs.com
JournalismNext		http://www.journalismnext.com and Facebook page
* Klamath Tribal Health	Laurel Robinson	3949 S. Sixth Street, Klamath Falls, OR 97603, larobinson@klm.portland.ihs.gov
* Klamath Tribes Newsletter	Sally Brandt	P.O. Box 436, Chiloquin, OR 97624 sally.brandt@klamathtribes.com
Lane Community College		https://www.lanecc.edu/
Latino Public Radio Consortium		flohernandezramos@comcast.net http://www.latinopublicradioconsortium.org
Latinos in Information Science and Technology		http://techlatino.org/category/latinos-in-information-sciences-

Association		and-technology-association/
LinkedIn		http://www.linkedin.com/company/oregon-public-broadcasting and employee accounts
LinkedIn – Groups		http://www.linkedin.com 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		http://www.macslist.org
* Marylhurst University		lbrown@marylhurst.edu
* Mary’s Woods Retirement Community at Marylhurst	L. Nevius	lnevius@maryswoods.com
Media Bistro/Adweek		https://www.mediabistro.com/
Medill Northwestern University		http://www.medill.northwestern.edu
* Mt. Hood Community College (MHCC)		mhcareer@mhcc.edu
Mosaic Meter		http://www.mosaicmetier.com/
* Multnomah University		careerservices@multnomah.edu
National Association of Black Journalists		http://careerservices.nabj.org

National Association of Hispanic Journalists		http://www.nahj12.com
* National Educational Telecommunications Association (NETA)	Maryanne Schuessler	maryanne@netaonline.org
Native American Journalists Association		http://www.naja.com
New Media Innovation Lab at ASU Walter Cronkite School of Journalism & Mass Communication	Mike Wong	mike.wong@asu.edu
New York University (NYU) Film School - Tisch School of the Arts		https://www.collegecentral.com/tisch/Employer.cfm
Nonprofit Association of Oregon		https://nonprofitoregon.org/
Nonprofit Talent		https://jobs.nonprofittalent.com/
Northwest Planned Giving Roundtable		http://nwpgrt.org/
NPR		#nprjobs, #pubjobs, #thinkpublicmedia on Twitter
Online News Association		http://www.journalists.org
OPB All Staff email		internal all OPB staff email
OPB Twitter		@opb
OPB website		http://www.opb.org
* Oregon Advocacy Commission Office (OACO)		OACO.mail@das.state.or.us
* Oregon Commission on Black Affairs (OCBA)	Nancy Kramer	OACO.mail@oregon.gov
Oregon Film (aka The Confluence)		http://oregonconfluence.com/jobs/
Oregon Institute of Technology (OIT)		http://www.oit.edu/current-students/student-support/career-services
Oregon Media Production Association (OMPA)	Tom & Jessica	info@ompa.org http://www.ompa.org
Oregon State University (OSU)		http://www.oregonstate.edu/career/employers
Pacific Islanders in Communications	Amber McClure	amcclure@piccom.org http://www.piccom.org
* Portland Community College (PCC)		http://www.pcc.edu
Portland State University (PSU)		http://www.pdx.edu/careers
* 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		http://careers.poynter.org/post.cfm
Production Hub		https://www.productionhub.com/account/login
Regional Arts and Culture Council (RACC)		https://www.racc.org/
* Rehabilitation Consultants		http://www.paulsee.com paul@paulsee.com
Society for News Design		https://www.snd.org/
Society of American Archivists		http://careers.archivists.org/employers/
Society of Broadcast Engineers (SBE)		http://www.sbe.org and local chapters (below) <ul style="list-style-type: none"> • Chapter 76 – Eugene - www.sbe76.org • Chapter 124 - North Oregon - www.sbe124.org • Chapter 141 - Medford - www.sbe141.org
Society of Environmental Journalists		http://www.sej.org/
Society of Professional Journalists (SPJ)		http://www.spj.org/
South Asian Journalists Association		http://www.saja.org
Stanford Film School		artdepartment@stanford.edu
Technology Association of Oregon		http://www.techoregon.org/
Think Public Media		www.thinkpublicmedia.org
Traffic Directors Guild of America (TDGA)		http://www.tdga.org/classified-ads
* TVW, Inc.	Christie Theeler	http://www.tv-workshop.com/ ctheeler@twinc.org
Twitter - @opb		http://www.twitter.com - #pubjobs, #nprjobs, #opb, #publicmediajobs, #mediadiversity, #thinkpublicmedia and employee accounts
UC Berkeley Graduate School of Journalism/Knight Digital Media Center		http://www.journalism.berkeley.edu/jobs/list/jobs
UCLA (School of Theater, Film and Television)		info@tft.ucla.edu
University of Missouri Journalism		https://www.myinterfase.com/umcolumbia/employer/jobs@uoregon.edu
* University of Oregon (U of O)		http://career.uoregon.edu/primary-links/programs/career-counseling

University of Oregon (U of O) School of Communications and Journalism, Turnbull Center	Julia Morrill	http://sojccareers.uoregon.edu/ jmorrell@uoregon.edu
University of Portland (U of P)		http://www.up.edu
University of Wisconsin-Madison		http://www.wisc.edu
University of Texas Film School		https://www.myinterfase.com/hireutexas/employer/ https://moody-utexas-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0
* Urban League of Portland		10 N. Russell, Portland, OR 97227, uljobs@ulpdx.org
USC Annenberg School for Communications & Journalism, Knight Digital Media Center		http://www.annenberg.usc.edu
USC Annenberg, Getty Arts Journalism Program		http://annenberg.usc.edu/GettyArtsJourn.aspx
Washington State University - Vancouver		https://www.vancouver.wsu.edu/
Western Oregon University (WOU)		http://www.wou.edu/admin/hr/job_openings.php
* Willamette University		mba-jobs@willamette.edu
Willamette Valley Development Officers (WVDO)	Sharon Wood	619 SW 11 th Avenue, Suite 1121, Portland, OR 97205 http://www.wvdo-or.org
Women in Film Bay Area		http://www.bawifm.org/ info@bawifm.org
Women in Film Los Angeles		https://womeninfilm.org/ info@wif.org
Women in Film Portland		http://wifpdx.org/ whatsupwif@wifpdx.org
Women in Film Seattle		http://www.womeninfilmseattle.org/ wif@womeninfilmseattle.org
Women of Color in Tech		http://www.wocintechchat.com/
Women in Technology International		http://www.witi4hire.com/
Women in Tech - Portland		http://www.pdxwit.org/
Worksource Oregon		http://www.worksourceoregon.org/
Young Nonprofit Professionals of Portland		http://www.ynpnportland.org/

Participation in longer-term recruitment initiatives.

Participation in job fairs by station personnel with hiring responsibilities

- OPB joined NPR and two dozen other public media organizations from across the country to host the recently-formed “Public Media Village” at the following 2017 conventions and their associated career fairs:
 - National Association of Black Journalists (NABJ) in New Orleans (this is considered the nation’s largest annual gathering of minority journalists) in August;
 - Asian American Journalists Association (AAJA) in Philadelphia in July;
 - Excellence in Journalism (EIJ) in Anaheim in September (a collaborative effort which, this year, included the National Association of Hispanic Journalists (NAHJ), The Radio Television Digital News Association (RTDNA), Native American Journalists Association (NAJA) and the Society of Professional Journalists (SPJ). The primary focus of EIJ is to be an educational, skills-building, career-oriented conference with high-caliber training).
- The OPB staff attending the various conferences and staffing the career fair booth included OPB’s Chief Content Officer, our Vice President of Programming (oversees both TV and Radio programming), our Executive Editor of News, one of our Education Reporters, one of our Digital Producers, and our Manager of Recruitment and Benefits.

Participation in 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 November 16 and 17, 2016, talking with 11 classes about working in public media. She also conducted multiple faculty visits, hosted an informational session for students, and presented to an estimated total of 400 students.
- On October 17, 2016, OPB’s Manager of Volunteer Resources visited a Journalism class at Portland Community College to talk about working in public media and OPB’s internship opportunities for students.
- OPB participated in the [Northwest Youth Careers Expo](#) on March 14, 2017. This large event hosted more than 6,000 high school students from more than 75 schools across Oregon and SW Washington. OPB presented information about careers in journalism, broadcasting, engineering, and fundraising.
- Throughout the year OPB’s Manager of Recruitment and Benefits meets and speaks with students in person, via phone and email to answer questions and provide guidance about the job search process and also to facilitate visits to OPB 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.”

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

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 24 individuals with unpaid educational experiences. In addition to the many unpaid internship opportunities throughout the organization, OPB offers four paid internships.

- OPB offers the Jon R. Tuttle Journalism and Production Minority Internship. This minority 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 broadcasting. 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 this summer.
- OPB also offers a paid Maynard E. Orme Internship. This internship was established in honor of Maynard Orme's (former OPB President and CEO) considerable contributions to OPB to encourage students to cultivate skills in the development and production of high-quality news and public affairs programming. OPB's Senior Vice President and Chief Content Officer actively participates in the review and selection of the Orme intern. We did not have OPB have an Orme intern this year.
- OPB has a paid internship 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 one Snowden intern this past year.
- This year OPB is introducing a new paid Internship for Emerging Journalists, creating a public media career pathway for traditionally underrepresented individuals. We placed one intern in this program 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 22 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)

Providing training to management level personnel 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. Last year we focused on employee staffing. This year will focus on news and content producer efforts with diverse sources.
- Human Resources conducts in-depth conversations and trains search committee members prior to interviews regarding appropriate interviewing styles.
- Human Resources provides consultative support to all staff, including management, regarding affirmative action, continuing our commitment to ensure equal employment opportunity and preventing discrimination.

Participation in activities, other than the listed options

- This year OPB partnered with the International Center for Journalists (ICFJ) and also the State Department to host and provide information to visiting journalists. The International Center for Journalists was established in 1984 as a private, nonprofit organization. The Center helps the news media attain the highest possible standards, fulfill their role as reliable servants of the public, strengthen the independence of the press and broaden news coverage of local and global issues. The Center believes that a professional and well-informed press benefits not only its immediate audience, but people everywhere. For this reason,

ICFJ fosters the widest possible exchange of views and information among journalists worldwide and collaborates with newspapers, radio stations, television companies and media assistance organizations in the United States and abroad. Since its establishment, ICFJ has relied on practical attachment programs with U.S. media organizations as one of the most effective ways to train visiting journalists and share American journalistic expertise. As part of our efforts with both the State Department and also the ICFJ, this year OPB has worked with two journalists from Russia.

- OPB Open House – This community event is held annually, opening television and radio studios, providing information about OPB to all who wish to come. The OPB Open House includes opportunities to talk to a variety of staff about careers in broadcasting.