

**EEO PUBLIC FILE REPORT
IMAGICOMM COMMUNICATIONS
KIEMTV, KVIQ LP**

**EEO PUBLIC FILE REPORT 1
REPORTING CYCLE: 08/01/2022 - 07/31/2023**

The station changed ownership during the reporting period. Specifically, on August 01, 2022
The license of KIEM was assigned to the station's current owner, Imagicomm Eureka LLC

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
NEWS DIRECTOR	8/14/2022	11/28/2022	Rick Gevers	2	1
			External Referral	1	0
			LinkedIn	1	0
NEWS DIRECTOR	6/16/2023	7/31/2023	Indeed	2	1
			Rick Gevers	2	0
			Paylocity	1	0
METEOROLOGIST	7/11/2022	9/5/2023	Indeed	1	1
			External Referral	1	0
SPORTS ANCHO/MMJ	8/15/2022	5/24/2023	www.keim-tv	2	1
			LinkedIn	5	0
			Indeed	4	0
MMJ	3/14/2022	9/26/2022	www.kiem.tv	1	1
			Indeed	1	0
MMJ	6/21/2022	10/28/2022	LinkedIn	2	1
MMJ	2/5/2022	4/24/2023	External Referral	1	1
			Paylocity	1	0
			www.kiem.tv	1	0
MMJ	2/20/2023	4/3/2023	Cal Poly Humboldt	2	1

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EEO Public File Report Part 2				
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Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# Interviews
1	Paylocity Imagicommm Career site	Internet Posting	N	2
2	Indeed Internet - www.indeed.com	Internet Posting	N	8
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	8
4	KIEM-TV Website www.kiem-tv		N	4
5	Internal Employee	Imagicommm Employee	N	
6	Employee Referral	Imagicommm Employee	N	
7	TVJOBS	Internet Posting	N	
8	California State Polytechnic University, Humboldt 1 Harpst Street Arcata, CA 95521	Kirby Moss 707 826-3011	N	2
9	Sacramento State University 6000 J St, Sacramento, CA 95819	John Lobertini 916-278-6011	N	
10	Digital Career Opportunities Worldwide facebook.com/groups/219265668716793	Internet Posting	N	
11	Craigslist www.craigslist.org	Internet Posting	N	4
12	Rick Gevers & Associates www.rickgevers.com	Internet Posting	N	
13	External Referrals	External Referrals	N	3
14	KEET TV PO Box 13, Eureka, CA, 95502.	Sam Green 707-445-0813	N	

Longer - Term Recruiting Initiatives					
EEO Public File Report					
IMAGICOMM COMMUNICATIONS					
EEO Public File Report Part 3					
KIEM TV, KVIQLP					
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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
	9/22 2/28	TVB Virtual Meeting	Full day training on various aspects of the media business from sales techniques to industry categories and research	Training Program	Sales, GM
	9/27	Comscore Automotive Webinar	Training on pulling reports in COMSCORE for the Automotive Industry	Training Program	Sales, GM
	11/18	Antitrust Compliance Training	Training to be in full compliance of Anti-Trust laws	Training Program	Sales, GM, Creative Services, Traffic
	1/25	Sales Training Seminar	Sponsored and made possible in part by the State of California Broadcast Association. 5-hour training session included many topics and guest' speakers from the industry	Training Program	Sales, GM
	2/13 2/16 3/31 4/31 6/19	ADVS Digital Sales Training	Training by our digital company for digital sales. Additionally had a self-learn mandatory on-line learning on the products to sell	Training Program	Sales, MG
	6/20 10/12	BIA Category Sales Training	Local Ad Forecast Specific Category sales training Home Improvement & Insurance	Training Program	Sales, MG
	3/29	Job Fair	College of the Redwoods Job Fair	Job Fair	Recruiting
	5/24	Make-up for TV	News staff met with Make-up consultant to work with them on make-up techniques for on air	Training	News & Weather staff
	4/20	Bridging Connections	Interview and give feedback to graduating seniors for future careers they might be interested in	Educational	GM, Creative Services
	5/24	On-Air Appearance	Make-up consultant worked with the news people on Make-up techniques for on-air staff	Educational	MMJ and Anchors