

# EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2015 – September 21, 2016.

1) **Employment Unit: KMVU-TV**

2) **Unit Members (Stations and Communities of License): KMVU-TV / Medford OR**

3) **EEO Contact Information for Employment Unit:**

Mailing Address:	Telephone Number: 541-772-2600
KMVU-TV FOX 26 820 Crater Lake Ave., Ste 105 Medford OR 97504	Contact Person/Title: Antoinette Gaines/Business Manager
	E-mail Address: againes@kmvu-tv.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
A. <b>Account Executive</b> Date Filled: 2/23/16 Total Interviewed: 5	The Job Council

5) a. **Job Title: Account Executive** **Referral Source(s) of Hiree: The Job Council**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Fox26Medford.com	John Flores	820 Crater Lake Ave., Medford, OR	541-772-2600		No
The Job Council	Aurora King	<a href="mailto:aurorak@jobcouncil.org">aurorak@jobcouncil.org</a>	541-842-2582	1	Yes
Craigslist.com	John Flores	Craigslist.com		4	No
Facebook	John Flores	820 Crater Lake Ave., Medford, OR	541-772-2600		No

*Station KMVU-TV is an Equal Opportunity Employer.*

OAB		<a href="mailto:theoab@theoab.org">theoab@theoab.org</a>	503-443-2299		No
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**6) Total Number of Interviewees Referred:** For the period September 22, 2015—September 21, 2016, this employment unit interviewed 5 individuals for the above Full-Time Job Vacancy.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative:** Participation in Job/Career Fairs

The Brand Manager and Business Manager attended Southern Oregon University Career Fair 2016 on April 25, 2016. In all, about 80 students were prospected by about 60 businesses for this career fair.

**(b) Initiative:** Attended Conference:

Brand Manager attended the ProMax BDA Station summit June 22-25, at the Mirage in Las Vegas, Nevada.

**(c) Initiative:** Attended Conference:

General Sales Manager and Account Executive attended 2015 NAB Small Market Television Exchange Saturday, October 8-10, 2015 at the Marriot Hotel in Austin, Texas. Training included sessions on “Hiring: Traps and Science” and “Recruiting, Hiring and Onboarding”.

**(d) Initiative:** Participation in Station Function for Telemundo:

All station employees were invited to attend the Fiestas Patrias at the US Cellular Ballpark on Sunday, September 18, 2016. Booth set up to represent KMCW Telemundo with program guides, talk of programming, job openings flyer, and activities included giving away promotional materials and outreach to the Hispanic community and Hispanic businesses.

**(e) Initiative:** Train employees for higher level positions:

Sales Coordinators participated in training programs designed to boost knowledge of product knowledge, order input, and ratings programs. Sales Coordinators also trained on public file procedures. Both trainings are designed to expand their knowledge in hopes of cross training and/or obtaining higher job positions.

**(f) Initiative:** Send notice of upper-level vacancies to job banks with significant minority membership:

The Employment Unit routinely posts job openings, including upper-level positions, to Rogue Community College Club Latino Facebook Page.