

# EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2017 – September 21, 2018.

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>Local Sales Manager</b> Date Filled: 1/8/18 Total Interviewed: 3	Word of Mouth
B. <b>Local Account Executive</b> Date Filled: 5/14/18 Total Interviewed: 2	Word of Mouth

5) a. **Job Title: Local Sales Manager** **Referral Source(s) of Hiree: Word of Mouth**

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	Samantha Alam	820 Crater Lake Ave., Medford, OR	541-772-2600		No
Facebook-KMVU & My48 Pages	Alan Balzer	abalzer@kmvu-tv.com	541-772-2600		No
Craigslist.com	John Flores	Craigslist.com	541-772-2600	1	No

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Word of Mouth	Becky Toreson John Flores	820 Crater Lake Ave, Medford, OR 97504	541-772-2600	2	No
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5) b. **Job Title: Local Account Executive**

**Referral Source(s) of Hire:** Word of Mouth

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Fox26Medford.com	Samantha Alam	820 Crater Lake Ave., Medford, OR	541-772-2600		No
OR Assoc of Broadcasters	John Tamerlano	2420 NE Sandy Blvd., #120 Portland, OR 97232	503-443-2299		No
Facebook-KMVU & My48 Pages	Alan Balzer	<a href="mailto:abalzer@kmvu-tv.com">abalzer@kmvu-tv.com</a>	541-772-2600		No
Craigslist.com	Tracey Lund	Craigslist.com	541-772-2600	1	No
Word of Mouth	John Flores	820 Crater Lake Ave, Medford, OR 97504	541-772-2600	1	No

6) **Total Number of Interviewees Referred:** For the period September 22, 2017—September 21, 2018, this employment unit interviewed 5 individuals for the above full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

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

The General Manager, Brand Manager and Business Manager attended Southern Oregon University Career and Internship Fair 2018 on April 25, 2018. In all, about 80 students were prospected by about 47 businesses for this career fair.

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

Brand Manager attended the FPEC and ProMax BDA Station Summit June 24-29, Las Vegas, Nevada.

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

General Manager and Senior Account Executive attended 2018 NAB Small Market Television Exchange Saturday, September 13-15, 2018 at the Omni Nashville Hotel, Nashville, Tennessee. Training included sessions on “What if Incremental Change Isn’t Enough?”, “Training Your AE’s”, “How to be a Better Coach”, “How to Win the War for Talent”.

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

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

Business Manager/HR Administrator, Brand Manager, General Manager, and all station employees attended the Fiestas Patrias at the US Cellular Ballpark on Sunday, September 16, 2018. KMCW Telemundo was a significant sponsor, meeting with the event organizers in advance to find better ways of informing the Hispanic community of job openings at our station KMCW. Booth set up to represent KMCW Telemundo with program guides, talk of programming, and job opening flyers for open position, "New Business Development/Producer" for Telemundo. Other 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 and Sales & Marketing Assistant/Receptionist 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: Attended Political Broadcasting Course**

General Manager attended OR Association of Broadcasters webinar course on Wednesday, August 15, 2018 designed to refresh employees' knowledge of political guidelines, LUC's, make-goods, and pre-emption times.