

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2013 – September 21, 2014.

- 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 Lumsden/Business Manager
	E-mail Address: alumsden@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. Master Controller	Craigslist
B. General Sales Manager	Word of Mouth/Referral
C. Sales & Marketing Asst/Reception	Craigslist
D. New Business Account Executive	Word of Mouth/Referral

5) a. Job Title: Master Controller Referral Source(s) of Hiree: Craigslist

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	Mike Gary	820 Crater Lake Ave., Medford, OR	541-772-2600	1	No
Craigslist.com	Website	craigslist.com		4	No
The Job Council	Aurora King	aurorak@jobcouncil.org	541-842-2582		No

Station KMVU-TV is an Equal Opportunity Employer.

5) b. **Job Title:** General Sales Manager

Referral Source(s) of Hire: 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)
OAB	Bill Johnstone	7150 SW Hampton St. Portland, OR 97223	503-443-2299		No
WA Assoc of Broadcasters		wsabjobbank@earthlink.net			No
CA Assoc of Broadcasters	Joe Berry	jberry@yourcba.com			No
Craigslist (Medford)		Craigslist.com			No
Craigslist (Eugene)		Craigslist.com			No
Word of Mouth	Dave Olmsted			1	No

5) c. **Job Title:** Sales & Mktg Asst/Receptionist

Referral Source(s) of Hire: Craigslist

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
OAB	Bill Johnstone	oab@theoab.org	503-443-2299		No
Southern Oregon University		Sou.edu/careers			No
Craigslist		Craigslist.com		7	No
Fox26Medford.com		Medford, OR	541-772-2600		No

5) d. **Job Title:** New Business Account Executive

Referral Source(s) of Hire: 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)
Word of mouth	Tom Carnes		541-772-2600	1	No
OAB	Dane Carbaugh	oab@theoab.org	503-443-2299		No
Craigslist		Craigslist.com			No
The Job Council	Aurora King	aurorak@jobcouncil.org	541-842-2582		No
OR Emp Dept	Mindy Truex	Melinda.d.truex@state.or.us	541-776-6060		No
Southern Oregon University	Max Brooks	www.sou.edu/careers			No

6) **Total Number of Interviewees Referred:** For the period September 22, 2013—September 21, 2014, this employment unit interviewed 14 individuals for the above Full-Time Job Vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Participation in Training Programs Designed to Enable Station Personnel to Acquire Skills that Could Qualify Them for Higher Level Positions**

- The Employment Unit's General Sales Manager and Account Executives took part in one day intensive training through our Webmaster for Fox Portal on September 24, 2014.
- The Employment Unit's General Sales Manager and Account Executives attended a MeTV online presentation on July 22, 2014.
- The Employment Unit's General Sales Manager and all Account Executives participated in a webinar featuring Nielson programming training on July 30, 2014.

(b) **Initiative: Participation in Events Sponsored by Educational Institutions**

On September 24, 2013, the Vice President and Chief Operating Officer of the Employment Unit's corporate parent participated in the Walter Cronkite School of Journalism at Arizona State University's discussion of the broadcast industry with students soon entering that field. Students were coached on how to better position themselves for an entry-level position in broadcasting and how, where and when to apply.

(c) **Initiative: Training of Management Level Personnel Regarding Equal Employment Opportunities**

- The Employment Unit's General Manager attended 2014 OAB Board of Director's Retreat and meeting, September 25-26, 2014 in Sun River, Oregon. Discussion topics included "Broadcast Rules & Regulations" and "Hiring Millennials into Broadcasting."
- The Employment Units' General Manager, General Sales Manager, and Account Executive attended 2014 NAB Small Market Broadcasters Conference, September 18 -20, 2014 at Marriot River Center in San Antonio, Texas. Discussion topics included "Onboarding: Getting new hires up to speed fast."