

**KMTR(TV), KMCB(TV), KTCW(TV)**  
**EEO Public File Report**  
**October 1, 2022 – September 30, 2023**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

- KMTR(TV), Eugene, OR
- KMCB(TV), Coos Bay, OR
- KTCW(TV, Roseburg, OR

This Report is required to be uploaded to each station’s online public inspection files and posted on the stations’ web site(s), if the stations have a web site. The information contained in this Report covers the time period beginning 10/01/2022 to and including 09/30/2023 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the FCC’s rules, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC’s rules.

The following Appendices 1, 2, and 3 provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer.

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**Appendix 1**  
**Vacancy Information**

	<b>Full-time Positions Filled (by Job Title)</b>	<b>Recruitment Source of Hire</b>	<b>Total Number of Interviewees (from all Sources) for this Position</b>
1.	Station/Sales Manager, KMTR	Posting in Building*	6
2.	Station/Sales Manager, KTCW	Posting in Building*	5

\* Building is shared with non-SEU stations.

Total Number of People Interviewed During Applicable Period:   7

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**Appendix 2**  
**Recruitment Source Information**

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Provided During This Period</b>	<b>Is Source Entitled to Vacancy Notification (Yes/No)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Indeed.com P.O. Box 660367 Dallas, TX 75266 800-310-8189	4	No	1 - Station/Sales Manager, KMTR  2 - Station/Sales Manager, KTCW
Posting in Building KMTR 4575 Blanton Rd Eugene, OR 97405 541-746-1600 c/o Rian Amerbisca	2	No	1 - Station/Sales Manager, KMTR  2 - Station/Sales Manager, KTCW
Current Employee	1	No	1 - Station/Sales Manager, KMTR

The stations broadcast and publish notices asking organizations that want to be notified of job vacancies to contact us.

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**Appendix 3**  
**Recruitment Initiatives**  
*(SEU has fewer than ten full-time employees)*

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>	<b>No. of Station Participants</b>	<b>Participant Title</b>
1.	September 22, 2022**	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Attended FCC EEO training sponsored by the Oregon Association of Broadcasters.	1	President (hiring authority for SEU)
2.	Ongoing event	Participation in other activities designed by the SEU reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	The stations ran spots during the reporting year to notify the public that the SEU is an equal opportunity employer and looking for organizations that regularly distribute information about employment opportunities to job applicants.	1	President
3.	Ongoing event	Participation in other activities designed by the SEU reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	KMTR Television, LLC President enrolled the SEU in “Handshake” and was accepted to be allowed to post notice of vacancies at 10 colleges and universities in Oregon, Washington, Idaho and Montana. The SEU anticipated a job vacancy in April 2023 (which ultimately did not open or result in any new hires) and posted at all 10 schools, interviewing two	1	President

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>	<b>No. of Station Participants</b>	<b>Participant Title</b>
			applicants from those schools.		

\*\* The SEU acknowledges that this initiative was performed just prior to the start of the Reporting Period but is including it here because the SEU was exempt from Section 73.2080's reporting requirements during the 2021-2022 period.