

EEO Public File Report

Cox Media Group - Spokane, WA

KAYU-TV, Spokane, WA

Reporting Cycle: 10/01/2020 – 9/30/2021**Full-Time Positions Filled**

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
Account Executive	9/14/2021	11/30/2020	Internal Referral	2	1
Master Control Operator	1/8/2021	1/18/2021	Indeed.com	2	1
Traffic Assistant	4/19/2021	5/24/2021	Indeed.com	1	1

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Recruitment Sources Used for Openings				
No.	Recruitment Source	Contact	# of Interviews	Entitled to Notification
1	Directly sourced by CMG Recruiter	CMG Recruiter		N
2	Indeed Internet - www.indeed.com	Internet Posting	3	N
3	LinkedIn Internet - www.linkedin.com	Internet Posting		N
4	Broadbean job distribution	CMG Recruiter		N
5	Circa	State Job Boards/Diversity job boards Internet Posting		N
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting		N
7	CMG.com careers	CMG career site (internal/external)	1	N
8	Internal Referral	Internal Referral	1	
1	Indeed.com https://www.indeed.com/	Internet Posting		N
2	Fox28spokane.com https://www.fox28spokane.com/	Internet Posting		N
3	Society of Broadcast Engineers http://sbe.org/	Internet Posting		N

Longer - Term Recruiting Initiatives**EEO Public File Report****Cox Media Group - Spokane, WA****KAYU-TV, Spokane, WA****Reporting Cycle: 10/01/2020 – 9/30/2021**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	On Going	(Sponsorship) of events in the community re employment opportunities in broadcast.	SEU's Regional Sales Manager, Gordon Cummings is president of South Spokane Little League. In this role, he has the opportunity to speak about careers in Advertising and Broadcast Television.	President	Gordon Cummings
2	On Going	Training to Management Level Personnel	On January 12th, 19th-22nd, and 26th-29th, 2021, the SEU's Business Manager completed training on financial software systems hosted by Cox Media Group. In March 2021 and May 2021, SEU's General Manager, General Sales Manager, and Business Manager attended Building an Inclusive Workplace training hosted by Employment Learning Innovations and led by Dethra Giles. On August 2nd, 10th, and/or 17th, 2021, the SEU's General Manager, National Sales Manager, Regional Sales Manager attended FCC Political Training hosted by Cox Media Group. The training seminars improve employee's skill set to grow their careers into advanced positions.	Training	David Lockhart, Chris Van Leuven, Lynn Stryker, Gordon Cummings, Allison Johnson, and Suzanne Happs
3	On Going	Training to Management and Non-Management Level Personnel	In October 2020, May 2021, and September 2021, SEU's General Manager, National Sales Manager, Regional Sales Manager, General Sales Manager, Local Sales Manager, Business Manager and Sales staff attended DOJ Anti-Trust training hosted by Cox Media Group. In December 2020 and January 2021, SEU's General Manager, National Sales Manager, Regional Sales Manager, General Sales Manager, Local Sales Manager, and Sales staff successfully complete Plugola & Payola training hosted by Cox Media Group. On January 8th, 22nd, 2021, the SEU's General Manager, National Sales Manager, Regional Sales Manager, General Sales Manager, Local Sales Manager, and Sales staff successfully completed Bullseye Digital Training hosted by Simpli.fi. On January 26, 2021, the SEU's General Manager, National Sales Manager, Regional Sales Manager, Local Sales Manager, and Sales staff attended Monarch CRM Account Executive training. On February 24, 2021, the SEU's General Manager, General Sales Manager, National Sales Manager, Regional Sales Manager, Local Sales Manager, and Sales staff successfully completed Advertising Insites and Training hosted by Kantar. On April 22, 2021 the SEU's General Manager, National Sales Manager, Regional Sales Manager, Local Sales Manager, and Sales staff attended the Future of Automotive Training with Television Bureau of Advertising. The training seminars improve employee's skill set to grow their careers into advanced positions.	Training	David Lockhart, Chris Van Leuven, Lynn Stryker, Gordon Cummings, Allison Johnson, Darla Murphy, Michelle Scanlon, Garth Trimble, Katie Vantin Anderson, Tammy Marry, Nicole Johnston, and Suzanne Happs