

KMVU-TV
EEO PUBLIC FILE REPORT
09/22/20 – 09/21/21

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

[illegible]

KMVU-TV**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS over 12-month Period
1	Fox26Medford.com	No	6
2	Facebook-KMVU	No	7
3	Craigslist.com	No	1
4	Word of Mouth	No	2
5	Southern Oregon University	No	6
6	Rogue Community College	No	6
7	Employment Department	No	2

		Total	30
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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Attended Online Webinar	General Manager attended 2021 Back-to-Basics Recruitment Ideas Seminar by Mike Anderson on May 21, 2021 at the station KMVU. Training included sessions on recruitment sites such as Monster, Career Builder, indeed, etc. General Manager and AE Becky Toreson attended the on-line webinar Future of Automotive Training on 4/22/21. General Manager attended “Building an inclusive Workplace Training in March of 2021. General Manager attended “Political Rules/Guidelines” Training in July of 2021
2	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.
3	Attended Online Training	General Manager attended a training webinar on May 18, 2021 at station KMVU-TV. Training included a session on “Navigating recent laws and regulations involving use of marijuana by employees.” All sales staff and General Manager attended DOJ/Antitrust Training in October of 2020. All sales staff and General Manager also attended Sponsorship ID and Payola/Plugola Training in December 2020.
4	Provide Training to staff to assist them in growing into management level personnel	Sales specific training: ongoing Matrix Training, Digital Online Advertising training through Simplifi, Business Category training with Mike Anderson, New Business development with Tom Conway, seminars with TVB