

Imagiconn Spokane
EEO PUBLIC FILE REPORT 10/1/21 –
09/30/22

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

VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 2, 4	2
Master Control Operator	1, 2, 3, 4	2
Local Sales Manager	1, 2, 4	2
Administrative Asst.	1, 2, 4	2
Maintenance Engineer	1, 2, 4	2

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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	KAYU-TV - On Air	No	3
2	COX Media Group Job Board	No	1 8

3	MYFOXSpokane.com	No	7
4	Word of Mouth	No	4
			TOTAL : 32

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RECRUITMENT INITIATIVES 10/1/21 – 09/30/22

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Attended Online Webinar	Station Managers webinar on EEO Rules, longer-Term Initiatives, Reporting and Filing Requirements. Station Manager and staff attended CMG webinar on payola/plugola legal business practices. Teams meeting with Jeff Horn to discuss digital, along with Q & A..
2	Train employees for higher level positions	Sales, Sales Assistants, participated in training programs designed to boost knowledge of new products, order input, promotions, and ratings programs. Sales Coordinators also trained on public file procedures. All training sessions are designed to expand their knowledge in hopes of cross training and/or obtaining higher job positions.
3	Attended Online Training	Station Manager and staff attended CMG webinar on payola/plugola legal business practices. Digital Online Advertising training through Simplify, TVB training Business Category training and new business development seminars and digital sales good business practice. Admall training/Sales fuel Summer plus fall opportunities, automotive and in-depth knowledge on credit unions, Selling local accounts, Wide Orbit Media Sales Hourly rankers. ComScore webinar on how to pull more detailed demographics and report
4	Provide Training to staff to assist them in growing into management level personnel	Digital Online Advertising training through Simplifi, Business Category training and new business development seminars with TVB.
5	Training to Management	General Manager attended online training for EEO Reports and Education 2.23.22. Hosted by Cooley. FCC Equal Employment Opportunity (EEO) Compliance Training