

| EEO Public File Report | | | | | |
|---|--------------------|-------------------|---------------------------|--------------------|--------------|
| Cox Media Group - Eugene TV | | | | | |
| KLSR-DT, KEVU-CD, K19GH-CD | | | | | |
| EEO Public File Report Part 1 | | | | | |
| Reporting Cycle: 10/01/2022 - 09/30/2023 | | | | | |
| Full-Time Positions Filled | | | | | |
| Requisition | Date Opened | Start Date | Recruitment Source | Interviewed | Hired |
| No vacancies during this reporting period. | | | | | |

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| EEO Public File Report | | | | | |
| Cox Media Group - Eugene TV | | | | | |
| KLSR-DT, KEVU-CD, K19GH-CD | | | | | |
| EEO Public File Report Part 2 | | | | | |
| Reporting Cycle: 10/01/2022 - 09/30/2023 | | | | | |
| Recruitment Sources Used for All Openings | | | | | |

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| No vacancies during this reporting period. | | | | | |
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| EEO Public File Report | | | | | |
| Cox Media Group - Eugene TV | | | | | |
| KLSR-DT, KEVU-CD, K19GH-CD | | | | | |
| EEO Public File Report Part 3 | | | | | |
| Reporting Cycle: 10/01/2022 - 09/30/2023 | | | | | |
| Longer-Term Recruiting Initiatives | | | | | |

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|------------|---------------------------|--|---|-----------------------------|---|
| 1 | Ongoing | EDGEucate | 24 x 7 on-line learning library providing resources for skills improvement, professional development, and targeted training. | Career Development | Open to all CMG employees |
| 2 | June 22-23, 2023 | FPEC 2023 Conference | The station's Promotions Coordinator attended the FPEC 2023 Conference. The conference covered a wide variety of topics, from the making of a good leader to promotional strategies and ideas. The goals were to further educate the attendees and to further enhance their career paths. | Training Program | Promotions Coordinator |
| 3 | January 18- June 25, 2023 | Grab-It NFL Flag Football Work Study Program Partnership | In partnership with Grab-It NFL Flag Football, this high school work study program provided a select student with the opportunity to gain hands-on experience and exposure to the broadcast industry. The student worked with creative services to design, shoot, and edit a PSA for air. The student represented the station as they interviewed players, coaches, and attendees at weekly Flag Football matches. The student edited this footage into 9 short videos for social media. | Shadow Program | Station Manager, Promotions Coordinator |
| 4 | September 21, 2023 | TVB's 2023 Forward Conference | The station's full sales team and Station Manager attended TVB's 2023 Forward Conference. The conference was attended by broadcast and agency professionals across the country and provided in-depth training and education. Sales attended seminars designed to enhance skills needed for career advancement. Station Manager attended seminars aimed towards recruitment and advancement, including "Recruit & Retain Diverse Sales Talent," "NEXT Women: Career Mobility," and "DEI Call to Action." | Training Program | Station Manager, Local Account Executives |