

EEO Public File Report					
Cox Media Group - Eugene TV					
KLSR-DT, KEVU-CD, K19GH-CD					
EEO Public File Report Part 1					
Reporting Cycle: 10/01/2023 - 09/30/2024					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
Account Executive (967)	12/23/2023	6/7/2024	Indeed	4	1
			Cox Media Group	1	0
			Employee Referral	2	0

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EEO Public File Report Part 2				
Reporting Cycle: 10/01/2023 - 09/30/2024				
Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	4
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	
4	Circa	State Job Boards/Diversity job boards Internet Posting	N	
5	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N	
6	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	1
7	Internal Employees	CMG Employees	N	
8	Employee Referrals	CMG Employees	N	2

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EEO Public File Report Part 3
Reporting Cycle: 10/01/2023 - 09/30/2024
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	November 7-9, 2023	Elevate Training Program: Training program designed to develop new managers	Station Manager attended this 3-day training program hosted by CMG. Designed for new and developing managers, this program covered all essential skills needed to be an effective leader. Some of the topics covered include giving & receiving feedback, employee coaching/training, effective recruitment, and unconscious bias.	Training Program	Station Manager
3	February 20-21, 2024	High school student educational station visits	Coordinated with Monroe High School, select students were provided the opportunity to gain hands-on experience and exposure to the broadcast industry. Students toured the station and learned about the inner workings of a TV station, including meeting with sales, operations, and production.	Educational Program	Station Manager
4	September 19, 2024	TVB's 2024 Forward Conference: Training program designed to help employees gain skills to advance to higher level positions and enhance recruitment	The station's full sales team and Station Manager attended TVB's 2024 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 the seminar "Prospecting and Retention."	Training Program	Station Manager, Local Account Executives