

KTIV Television
EEO PUBLIC FILE REPORT
September 30, 2016 - September 30, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia News Producer	1-8, 12-15, 18-40, 42-43, 45, 47, 49-61, 63-75	57
Multimedia Journalist	1-8, 11-15, 18-40, 42-43, 45, 47, 49-61, 63-75	57
Multimedia Journalist	1-8, 11-15, 18-40, 42-43, 45, 47, 49-61, 63-75	12
Chief Engineer	1-8, 13, 15, 18-40, 42-43, 45-47, 49-55, 57-58, 60-61, 63-72, 74-75	69
Videographer	1-9, 13-15, 18-40, 42-43, 45, 47, 49-51, 53-55, 57-58, 60-61, 63-72, 74-75	9
Account Executive	1-8, 13-16, 18-43, 45, 47, 49-51, 53-55, 57-58, 60-65, 67-72, 74-75	41
Account Executive	1-8, 13-16, 18-43, 45, 47, 49-51, 53-55, 57-58, 60-65, 67-72, 74-75	16
Account Executive	1-8, 13-16, 18-43, 45, 47, 49-51, 53-55, 57-58, 60-61, 63-72, 74-75	41
Videographer	1-8, 13-15, 17-20, 22-23, 25-40, 42-43, 45, 47, 49-50, 53-55, 57-58, 60-61, 63-72, 74-75	27
News Anchor/Producer	1-8, 10, 13-15, 17-20, 22-23, 25-40, 42-43, 45, 47-50, 53-55, 57-58, 60-61, 63-72, 74-75	10
Creative Services Commercial Producer	1-8, 10, 13-15, 17-20, 22-23, 25-40, 42-43, 45, 47, 49-50, 53-55, 57-58, 60-65, 67-72, 74-75	10
Videographer	1-8, 13-15, 17-20, 22-23, 25-34, 36-40, 42-43, 45, 47, 49-51, 53-54, 57-58, 60-61, 63-65, 67-72, 74-75	27
Engineer / Technical Director	1-8, 10, 13-15, 17-20, 22-23, 25-34, 36-40, 42-43, 45, 47, 49-51, 53-54, 57-58, 60-61, 63-65, 67-72, 74-75	10
Sales Assistant/Marketing Coordinator	1-8, 13-23, 25-34, 36-40, 42-43, 45, 47, 49-51, 53-54, 57-58, 60-61, 63-65, 67-72, 74-75	16
Director	1-8, 13-15, 17-18, 20-23, 25-34, 36-40, 42-45, 47, 49-50, 53-54, 57-58, 60-61, 63-65, 67-72, 74-75	44

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Email : cwilliams@alcorn.edu Carla Williams	N	0
2	American Indian Council Employment 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9036 Email : aicsuzanne@yahoo.com Suzanne -	N	0
3	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51103 Phone : 800-662-3303 Nancy McGuire Manual Posting	N	0
4	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bv.edu Jerry Johnson	N	1
5	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : careerservices@bv.edu Carol Lytle	N	0
6	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0
7	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8000 Email : jdirks@coe.edu Fax : 1-319-399-8503 Judith Dirks	N	0

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8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Current Employee	N	1
10	Current Employee/Internal Promotion	N	3
11	E-mail Inquiry	N	4
12	Employee Referral	N	3
13	Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting	N	0
14	IBEW Local 231 5001 Harper Drive Sioux City, Iowa 51111 James Kavanaugh Manual Posting	N	0
15	Illinois Media School 530 S State Street Chicago, Illinois 60605 Phone : 312-884-8000 Email : cjackson@beonair.com Carl Jackson	N	0
16	Indeed.com	N	6
17	Iowa Broadcast News Association Iowa Email : profjeffstein@msn.com Jeff Stein	N	0
18	Iowa Broadcasters website iowabroadcasters.com Iowa Career Service Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 800-362-2793 Email : condon_s@iowacentral.edu Sara Condon	N	0
20	Iowa Civil Rights Comm. 400 E 14th Street Des Moines, Iowa 50319 Don Grove Manual Posting	N	0
21	Iowa Lakes Community College 19 S 7th Street Estherville, Iowa 51334 Phone : 712-362-2604 Email : kcornwall@iowalakes.edu Kathy Miller Cornwall	N	0
22	Iowa State University ecms.eng.iastate.edu/employers Iowa Career Service Manual Posting	N	0
23	Iowa Western Community College 2700 College Road, Box 4c Council Bluffs, Iowa 51502 Phone : 800-432-5852 Email : hirwin@iwcc.edu Hugh Irwin	N	0
24	Iowa Workforce Development 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9030 Email : Region12.web@iwd.state.ia.us Teresa Book	N	0
25	Jacquelynn Skotvold Nebraska Phone : 712-239-4100 Fax : 1-605-677-4250 Jacquelynn Skotvold	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	KBJR-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0
27	KTIV website ktiv.com Iowa Career Service Manual Posting	N	5
28	KTTC 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5104 Email : jneyens@kttc.com Jodie Neyens	N	0
29	KWWL 500 East 4th Street Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
30	Luther College 700 College Drivd Decorah, Iowa 52101 Phone : 563-387-1291 Email : career@luther.edu Mark Peltz	N	0
31	Medialine website medialine.com/jobs.htm Iowa Career Service Manual Posting	N	0
32	Medill Northwestern 1845 Sheridan Road Evanston, Illinois 60208-2101 Phone : 847-491-2049 Beth Bennett Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5480 Email : madsend@morningside.edu Dave Madsen	N	0
34	NAACP PO Box 82 Sioux City, Iowa 51103 Email : SCNAACP@gmail.com Flora Lee	N	0
35	Nebraska Workforce Development 105 E Norfolk Avenue, Suite 100 Norfolk, Nebraska 68701 Phone : 402-370-4400 Email : Darlus.mcwilliams@nebraska.gov Darlus McWilliams	N	0
36	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 800-424-3725 Email : rfichter@njherald.com Robin Fichter	N	0
37	Norfolk State University 700 park Avenue, Suite A105 Norfolk, Virginia 23501 Phone : 757-823-8462 Email : careerservices@nsu.edu Ben Ellis	N	0
38	Northeast Community College 801 E Benjamin Avenue PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7263 Email : terrih@northeast.edu Terri Heggemeyer	N	0
39	Northwestern College 101 7th Street SW Orange City, Iowa 51041 Phone : 712-707-7000 Email : bminnick@nwcioa.edu Bill Minnick	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	NW Missouri State 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Joan Schneider Manual Posting	N	0
41	On Air Recruitment Ad	N	4
42	Penn State University 502 Walker Buidling 130 South 5th Street State College, Pennsylvania 16801 Phone : 814.865.0478 Email : ggk2@psu.edu Ginger Kowlchuk	N	0
43	Penn State University 502 Walker Building State College, Pennsylvania Phone : 814.865.0478 Email : sfg10@psu.edu Stephanie Girouard	N	0
44	Previous Employee	N	1
45	Quincy Media Inc 130 South Fifth Street Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Leslie Van Ness	N	0
46	Recruiter	N	4
47	Sanford Community Center 1700 Center Sioux City, Iowa 51103 George Boykin Manual Posting	N	0
48	Self Referral	N	1
49	Shaw University 118 E South Street Raleigh, North Carolina 27601 Email : jholley@shawu.edu Juanda Holley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 800-362-2454 Email : careers@simpson.edu Jill Rossiter	N	0
51	Sioux City Community Rights Commission 405 6th Street, Room 410 PO Box 447 Sioux City, Iowa 51102 Phone : 712-279-6985 Email : kmackey@sioux-city.org Karen Mackey	N	0
52	Siouxland Careerlink website siouxland.careerlink.com Iowa Justin MacNair Manual Posting	N	0
53	Siouxland Chamber of Commerce 101 Pierce Street Sioux City, Idaho 51101 Phone : 712.255.7903 Teresa Rosenboom Manual Posting	N	1
54	Southern Illinois University Carbondale, Illinois 62901 Phone : 618-453-1040 Cindy Jenkins Manual Posting	N	0
55	St. Ambrose University 518 W Locust Street Davenport, Iowa 52803 Phone : 563-333-6339 Email : elliottangelap@sau.edu Angela Elliott	N	0
56	The Illinois Institute of Art - Chicago 350 N Orleans St Libby 136L Chicago, Illinois 60654 Phone : 312-280-3500 Email : Vjackson@aia.edu Vanessa Jackson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
57	TV Jobs website tvjobs.com Iowa Career Service Manual Posting	N	3
58	University of Iowa careers.uiowa.edu/employers/expo.html#post Iowa Career Service Manual Posting	N	0
59	University of Missouri 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : willisb@missouri.edu Barbara Willis	N	0
60	University of Nebraska-Lincoln 202 Andersen Hall Lincoln, Nebraska 68588-0466 Email : ralloway1@unl.edu Rick Alloway	N	0
61	University of Northern Iowa 102 Gilchrist Cedar Falls, Iowa 50614 Phone : 319-273-6857 Email : careercenter@uni.edu Robert Frederick	N	0
62	Unknown Referral Source	N	3
63	Upper Midwest NATAS 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 JJ Murray Manual Posting	N	0
64	WAOW/WYOW 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Kelly Fuller	N	0

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65	Wartburg College PO Box 1003 Waverly, Iowa 50677 Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Derek Solheim	N	0
66	Wayne State College 111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7327 Email : coop@wsc.edu Jason Barelman	N	0
67	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
68	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : ttesch@week.com Teddi Tesch	N	0
69	WGEM PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	1
70	WKOW 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2794 Email : bbeer@wkow.com Bonnie Beer	N	0
71	WPTA 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cbennett@wpta21.com Cindy Bennett	N	0

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72	WREX PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : ttruesdale@wrex.com Theresa Wesseln	N	0
73	WSJV PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5310 Email : ttesch@fox28.com Teddi Tesch	N	0
74	WVVA PO Box 1930 Bluefield, West Virginia 24701 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	N	0
75	WXOW/WQOW PO Box C-4019 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/14/2016	Participation in Job Fairs	Participation in the Illinois Broadcasters Association Career Fair by staffing a booth.	3	Talent Acquisition Specialist News Director-WEEK Director of Broadcast News
2	1/26/2017	Participation in events or programs sponsored by educational institutions	Talked to students at Wayne State College in Wayne NE about Broadcast Journalism, leadership, work experience, organization, motivation and work ethic.	1	Meteorologist
3	2/21/2017	Participation in events or programs sponsored by educational institutions	Conducted tour of KTIV studio for the Sioux City West High School Mass Comm class. Spoke to class regarding different career opportunities available.	1	Creative Services Producer
4	5/15/2017	Participation in events or programs sponsored by educational institutions	Ridge View High School Career Day, Early Iowa Brad Pautsch, Sports Director, Spoke to four classes of about 20 kids each about his career as a sportscaster.	1	Sports Director
5	9/18/2017	Co Sponsoring Job Fair	Co-sponsored the annual Broadcasting Career Fair with other members of the Media in Sioux City -- KCAU, KPTH, KMEG, Powell Broadcasting and iHeart Radio. This year the event was held at Morningside College. This event is coordinated by KTIV Director of Programming & Marketing, David Washburn.	2	Director of Programming & Marketing News Director
6	9/19/2017	Participation in events or programs sponsored by educational institutions	Participated in "Your Future at Work" at Dordt College in Sioux Center Iowa. .	1	General Sales Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/26/2017	Establishment of an intern program designed to assist members of the community	KTIV Participates in the Quincy Quinternship Paid Internship program which offers a paid internship to students in Journalism, broadcasting communication and related fields. The students get the opportunity to gain hands-on experience in television, radio, print and interactive businesses. Students who participate gain a wide variety of practical experience and receive an hourly wage. KTIV strives to offer this opportunity to a diverse group. KTIV hosted one intern in Creative Services during the winter 2017 and one in Creative Services in the fall of 2017. We also hosted three Quinterns in the News department -- one in the winter of 2017 and two during the summer of 2017.	2	Director of Programming and Marketing News Director