

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 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
Producer	4-5, 7, 10-12, 14-15, 17-19, 21-22, 24, 26, 28, 32-34, 36-37, 39	5
Investigative Reporter	1, 4, 10, 15, 17-24, 26, 31, 33, 35-37, 39	33
Photographer	1-2, 4, 10, 12, 14-15, 17-24, 26, 31-37, 39	20
Creative Producer	4, 8, 10, 12, 14-15, 17-21, 24, 33-39	12
Creative Producer	4, 8, 10, 12, 14-15, 17-21, 24, 33-39	8
Reporter	1, 4-6, 10-11, 14-22, 24, 26, 31, 33-37, 39	5
Reporter	1, 4-6, 10-11, 14-22, 24, 26, 31, 33-37, 39	11
Account Executive	4, 10, 12, 14-18, 20-21, 23-25, 27, 30, 32-39	27
Producer	1, 4, 10, 12, 14-21, 23-26, 29, 31, 33-39	33
Video Editor	1, 4, 10, 12, 14-15, 17-21, 24-25, 31, 33-39	20
Assignment Manager	1, 4, 10-12, 14-21, 24-26, 29, 31, 33-39	11
Digital News Producer	1, 4, 8, 10, 12-21, 24-26, 29, 31, 33-39	8
Technical Media Producer	1, 3-4, 9-11, 13-14, 17-21, 23-25, 31, 33-34, 36-39	11
Technical Media Producer	1, 3-4, 9-11, 13-14, 17-21, 23-25, 31, 33-34, 36-39	9
Technical Media Producer	1, 3-4, 9-11, 13-14, 17-21, 23-25, 31, 33-34, 36-39	13
Producer	1, 3-4, 10, 13-21, 23-26, 29, 31, 33-39	20
Sports/News MMJ	1, 3-4, 10-11, 13-21, 24-25, 29-31, 33-34, 36-39	11
Reporter MMJ	1, 3-4, 10-11, 13-21, 24-25, 29-31, 33-34, 36-39	11

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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	Arizona State University Cronkite Alumni - Walter Cronkite School of Journalism and Mass Comm. Stauffer Hall A 231, P.O. Box 871305 Tempe, Arizona Phone : 480.965.5011 Email : mike.wong@asu.edu Fax : 1-480-965-7041 Mike Wong	N	0
2	B-roll.net 227 6th Street NE Washington, District of Columbia 20002 Phone : 202-486-8842 Kevin Johnson Manual Posting	N	0
3	Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
4	Coe College 1220 First Ave NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : o-career@coe.edu Fax : 1-319-399-8503 Career Service	N	0
5	Corporate Office	N	2
6	Corporate Recruiter	N	1
7	Cronkite Sch of JRN/TEL P.O. Box 871305 Tempe Tempe, Arizona Phone : 480- 965-4539 Email : candice.anderson@asu.edu Fax : 1-480-965-7041 Candace Anderson	N	0
8	Current Employee	N	4
9	Current Employee - Transfer/Promotion	N	1

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10	Drake Univeristy 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-4715 Url : www.drake.edu Email : annette.watson@drake.edu Annette watson	N	0
11	Employee Referral	N	6
12	Gazette and Coridor Careers 500 3rd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8982 Camala Johnson Manual Posting	N	5
13	Gray TV Internal 4370 Peachtree Road Atlanta, Georgia 30319 Phone : 470-225-5429 Url : https://gray.tv/index.php?page=gray-tv-careers Cynthia Crowder Manual Posting	N	5
14	Hawkeye Community College Website 1501 E. Orange Road Waterloo, Iowa 50704 Phone : 319-296-4014 Email : kate.childers@hawkeyecollege.edu Fax : 1-319-296-1028 Kate Childers	N	0
15	Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	N	0
16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0

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17	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-2542 Email : taren@iastate.edu Job Listings	N	0
18	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515-281-9619 Url : www.iowaworkforce.org Email : iwd.customerservice@ivdstate.ia.us Fax : 1-515-281-9640 Erv Feh	N	0
19	JournalismJobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-508-7386 Email : contact@journalismjobs.com Dan Rohn	N	0
20	KCRG Website 501 2nd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8604 Adam Carros Manual Posting	N	7
21	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : mba@mbaweb.org Fax : 1-563-588-7371 Bobbi Martin	N	0
22	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7723 Email : craig.schaefer@loras.edu Craig Schaefer	N	0

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23	Martin L. King Jr Center 515 Beech St. Waterloo, Iowa 50703 Phone : 319-296-4440 Fax : 1-319-296-4477 Gloria Stigler	N	0
24	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : rich@medialine.com Rich Everitt	N	0
25	NAB Career Center 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Url : www.nab.org Email : nabef@nab.org Yewande Akimleye	N	0
26	National Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	2
27	Non-Employee Referral	N	1
28	Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Email : mba@mbaweb.org Fax : 1-847-467-7778 Lonnie Dunlap	N	0
29	Northwestern University 630 Lincoln Evanston, Illinois 60208 Phone : 847-467-4743 Url : http://www.northwestern.edu/recruit/ Geni Harclerode Manual Posting	N	0

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30	SND Publishing LLC 1635 Old Hwy 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Email : ads@spotsndots.com Gene McKay	N	0
31	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York 13244 Phone : 315-443-3616 Email : careers@syr.edu Mike Cahill	N	0
32	The Gazette 500 3rd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8982 Email : classifieds@thegazette.com Brittany Armstrong	N	0
33	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	4
34	University Northern Iowa Cedar Falls Cedar Falls Cedar Falls, Iowa Phone : 319-273-6857 Email : careerservices@uni.edu Fax : 1-319-273-6998 Kris Peterson	N	0
35	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	N	0

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36	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Email : mba@mbaweb.org Fax : 1-563-589-3419 Deb Clarke	N	0
37	University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
38	University of Missouri 909 Lowry Mall Columbia, Missouri 65211 Phone : 573-884-6317 Email : career@missouri.edu Job Listings	N	0
39	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Phone : 319-352-8425 Email : careers@wartburg.edu Derek Solheim	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			38

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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	10/3/2016	Participation in events or programs sponsored by educational institutions	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Reporter spoke to 15 University of Missouri Journalism students about finding your first TV job, via FaceTime.	1	Reporter
2	10/6/2016	Participation in events sponsored by community groups	During this reporting period, our station conducted presentations to various community organizations in our local community. Panelist for Next Gen Summit in Iowa City, IA. Anchor spoke to 40 young professionals, ages 20-35, about taking an idea to fruition in the business, media and non-profit world.	1	Anchor
3	10/11/2016	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologist programmed weather radios for Genesis Development	1	Meteorologist
4	10/12/2016	Establishment of an intern program designed to assist members of the community	A total of 5 interns were hired - three for the news department and 2 for the weather department.	1	Manager News Operations
5	10/12/2016	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted presentations to various community organizations in our local community, Conducted a Weather Academy at Prairie Hills Senior Living	1	Meteorologist
6	10/21/2016	Participation in events or programs sponsored by educational institutions	Manager, News Operations was invited to speak at University of Northern Iowa's Fast Forward Digital Media Workshop	1	Manager News Operations
7	10/27/2016	Participation in Job Fairs	Participated in the Corridor Careers Career Fair - 2016	2	News Director Local Sales Manager

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8	10/27/2016	Participation in events sponsored by community groups	March of Dimes Gala Emcee	1	Reporter
9	11/9/2016	Participation in other activities designed by the station employment unit	Hosted 15 University of Iowa Journalism students with a talk about careers in broadcast journalism and tour of KCRG.	1	News Director
10	11/16/2016	Participation in events or programs sponsored by educational institutions	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Spoke to a Journalism students at University of Iowa about broadcast journalism.	1	Reporter
11	11/21/2016	Participation in events or programs sponsored by educational institutions	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Spoke to 200 high school students about being successful, for Level Up Leadership.	1	Anchor
12	11/28/2016	Participation in events or programs sponsored by educational institutions	Job shadow for three West Liberty High School students: two interested in Meteorology and one in Sports broadcasting.	1	Meteorologist
13	12/1/2016	Participation in events or programs sponsored by educational institutions	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Spoke to a group of Atmospheric Science students at Iowa State University about broadcast Meteorology.	2	Meteorologist Meteorologist

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14	12/5/2016	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Spoke to the Iowa City Downtown Rotary about the daily duties of a broadcast Meteorologist and up coming changes to how we forecast and show weather information.	1	Meteorologist
15	12/8/2016	Participation in other activities designed by the station employment unit	Promotions conducted a tour of KCRG for a group from Milestones Adult Day Center	1	Promotions Coordinator
16	12/14/2016	Participation in other activities designed by the station employment unit	Promotions conducted a tour of KCRG for a group from Linn County Day Habilitation Program	1	Promotions Coordinator
17	12/15/2016	Participation in other activities designed by the station employment unit	News Director conducted a tour of KCRG for Kennedy High School Students	1	News Director
18	1/10/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Spoke about Ag weather and rural severe weather preparedness at Hawkeye Downs Ag Expo	1	Meteorologist
19	1/11/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Spoke about Ag weather and rural severe weather preparedness at Hawkeye Downs Ag Expo	1	Meteorologist

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20	3/15/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Spoke about Science of Extreme Weather at the Iowa City Senior Center	1	Meteorologist
21	3/29/2017	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for a group of adults from To the Rescue Group.	1	Promotions Coordinator
22	4/6/2017	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for a group of adults from To the Rescue Group.	1	Promotions Coordinator
23	4/11/2017	Participation in other activities designed by the station employment unit	News Director conducted a tour of the station and newscast for 20 students from the University of Iowa Journalism Class	1	News Director
24	4/19/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologists programmed weather radios in Cedar Rapids	4	Meteorologist Meteorologist Meteorologist Meteorologist
25	4/22/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologists programmed weather radios in Waverly	4	Meteorologist Meteorologist Meteorologist Meteorologist

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26	4/26/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologists programmed weather radios in Marion	4	Meteorologist Meteorologist Meteorologist Meteorologist
27	4/27/2017	Participation in events or programs sponsored by educational institutions	News Director conducted a tour of the station and newscast for students from the Pekin Media Studies Class	1	News Director
28	4/27/2017	Participation in events sponsored by community groups	The KCRG First Alert Storm Team Weather Academy is a fun and educational program aimed at teaching students about how the weather works and introducing careers in Meteorology. The following event took place during the reporting period: Weather talk at Willow Gardens Assisted Living	1	Meteorologist
29	4/29/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologist programmed weather radios in Riverside	4	Meteorologist Meteorologist Meteorologist Meteorologist
30	5/3/2017	Participation in other activities designed by the station employment unit	Promotions coordinator conducted a tour of the station for students from the Linn-Mar Journalism Class	1	Promotions Coordinator
31	5/3/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologist programmed weather radios in Cedar Rapids	4	Meteorologist Meteorologist Meteorologist Meteorologist

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32	5/6/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologist programmed weather radios in Independence	4	Meteorologist Meteorologist Meteorologist Meteorologist
33	5/10/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologist programmed weather radios in Cedar Rapids	4	Meteorologist Meteorologist Meteorologist Meteorologist
34	5/13/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologist programmed weather radios in Iowa City	4	Meteorologist Meteorologist Meteorologist Meteorologist
35	5/20/2017	Sponsorship of events in the community designed to increase public awareness	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologist programmed weather radios in Coralville	4	Meteorologist Meteorologist Meteorologist Meteorologist
36	5/31/2017	Participation in events sponsored by community groups	During this reporting period, KCRG-TV conducted a presentation to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Spoke at Iowa City Optimist Club	1	Meteorologist

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37	7/25/2017	Participation in other activities designed by the station employment unit	Ten international high school students with the University of Iowa Summer Journalism Workshop came to KCRG for a tour and were told about the basic skill sets associated with all aspects or positions in the newsroom.	1	Executive Producer
38	7/25/2017	Participation in other activities designed by the station employment unit	Newsroom conducted a tour for a group of high school students.	1	Executive Producer
39	9/11/2017	Participation in other activities designed by the station employment unit	Conducted station tour for WCDC Adult Disabilities Group.	1	Marketing Coordinator