

KCAU
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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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
Account Executive	1-6, 8, 11-14, 16-18, 20-33, 36, 38-51, 53-61	33
Producer	1-6, 8, 10-21, 23-33, 35-61	32
Camera Operator	1-6, 8, 10-14, 16-21, 23-34, 36, 38-61	42
Multi Media Journalist	1-6, 8, 10-21, 23-25, 27-61	42
Audio Operator	1-6, 10-14, 16-18, 20-21, 23-34, 36, 38-47, 49-61	33
Director	1-6, 8, 10-14, 16-21, 23-34, 36-43, 45-51, 53-61	32
Sales Assistant	1-6, 8, 10-14, 16-34, 36, 38-51, 53-61	22
Account Executive	1-6, 8, 11-14, 16-33, 36, 38-51, 53-61	32
Sales Assistant	1-6, 8, 11-14, 16-20, 22-27, 29-33, 36-51, 53-61	22
Web Producer	1-6, 8, 10-14, 16-20, 24-51, 53-54, 56-61	43
Account Executive	1-6, 8, 10-14, 16-22, 24, 26-34, 36-51, 53-54, 56-61	22
Account Executive	1-6, 8, 10-14, 16-22, 24, 26-34, 36-51, 53-54, 56-61	22
Producer	1-6, 9-14, 16-21, 23-51, 53-54, 57-61	42
WE Meteorologist / MMJ	1-5, 8, 10-11, 13-14, 16-17, 20-27, 29-42, 44, 46-47, 49-51, 53, 57-58, 61	42
Sports Director	1-5, 7, 10-11, 13-14, 16-17, 20-22, 24-27, 29-33, 35-36, 38-42, 45-47, 49-51, 53, 57-58, 61	42
Account Executive	1-5, 8, 10-11, 13-14, 16-17, 20-22, 24-27, 29-34, 36-42, 46-47, 49-50, 53, 58, 61	33
Sales Assistant	1-6, 8, 10-14, 16-30, 32-34, 36-61	22
Account Executive	1-6, 8, 10-14, 16-30, 32-34, 36-61	33
Account Executive	1-6, 8, 10-14, 16-26, 28-30, 32-33, 36-61	22
Creative Services Director	1-14, 16-26, 28-30, 32-36, 38-61	33

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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	Augustana University 2001 S Summit Ave Sioux Falls, South Dakota 57197 Phone : 605-274-4127 Email : career@augie.edu Sandi Vietor	N	0
2	Bradley University 1501 N Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2510 Email : careers@bradley.edu Jon Neidy	N	0
3	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51104 Phone : 712-279-5455 Joshua Cobbsd Manual Posting	N	0
4	Buena Vista University 610 W Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : careerservices@bvui.edu Jeff Stocco	N	0
5	Center for Siouxland 715 Douglas Street Sioux City, Iowa 51101 Phone : 712-252-1861 Email : jonette.spurlock@centerforsiuoxland.org Jonette Spurlock	Y	0
6	Central College PO Box 0153 Pella, Iowa 50219 Phone : 641-628-5271 Pat Kitzman Manual Posting	Y	0
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Michael Bille 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
8	Columbia College 600 Michigan Ave Chicago, Illinois 60605 Phone : 312-344-7280 Email : dmatthews@colum.edu Dirk Matthews	N	0
9	Creative Jobs Central 325 West 38th Street Suite 1002 New York, New York 10018 Phone : 646-202-9538 Cara Silverman Manual Posting	N	0
10	Creighton University 2500 Cailifornia Plaza Omaha, Nebraska 68178 Phone : 402-280-2722 Email : careercenter@creighton.edu John Fahey	N	0
11	Division of Persons with Disabilities Lucas State Office Building 321 E 12th Street Des Moines, Iowa 50319 Phone : 888-219-0471 Email : dhr.disabilities@iowa.gov Mike Williams	Y	0
12	DMACC 2006 S Ankeny Blvd Ankeny, Iowa 50023 Phone : 515-964-6463 Dave Reimers Manual Posting	N	0
13	Dordt College 498 4th Ave NE Sioux Center, Iowa 51250 Phone : 712-722-6078 Email : cdc@dordt.edu Brandon Huisema	N	0
14	Drake Unversity 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-4715 Email : annette.watson@drake.edu Annette Watson	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
15	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Carol Spector Manual Posting	N	0
16	Emma Bowen Foundation 524 W 57th Street New York, New York 10019 Phone : 212-975-2545 Email : sandra.rice@nbcuni.com Sandra Rice	Y	0
17	Goodwill Industries 3100 W 4th Street Sioux City, Iowa 51103 Phone : 712-258-4511 Email : nerid@goodwillgreatplains.org Diane Neri	Y	0
18	Grandview College 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 515-263-2888 Email : careers@grandview.edu Susie Stearns	N	0
19	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Sarah Barks Manual Posting	N	0
20	Hispanic Link 1420 N Street NW Washington, District of Columbia 20005 Phone : 202-234-2800 Email : charlie@hispaniclink.org Charles Ericksen	Y	0
21	Illinois Center for Broadcasting in Chicago 530 South State Street Chicago, Illinois 60605 Phone : 872-241-1131 Email : dclark@beonair.com Don Clark	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
22	Indeed.com 470 West Ave Suite 2002 Stamford, Connecticut 6902 Phone : 800-475-4361 Customer Service Manual Posting	N	46
23	Indian Hills Community College 626 Indian Hills Dr Bldg 14 Ottumwa, Iowa 52501 Phone : 641-683-5215 Email : michael.cockrum@indianhills.edu Michael Cockrum	N	0
24	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0
25	Iowa Broadcasters News Association PO Box 153 Oskaloosa, Iowa 52577 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	N	0
26	Iowa College Recruiting Network 10 Merrill Park Circle Suite B Grinnell, Iowa 50112 Phone : 515-867-6890 Email : valorie.larsson@recrutiowagrad.com Valorie Larsson	Y	0
27	Iowa Lakes Community College 300 S 18th Street Estherville, Iowa 51334 Phone : 712-362-7626 Melissa Lutat Manual Posting	N	0
28	Iowa State University 1320 Gardin Business Bldg Ames, Iowa 50111 Phone : 515-294-2542 Meredith Williams 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
29	Iowa Vocational Rehabilitation 217 West 5th Street Spencer, Iowa 51301 Phone : 712-262-5816 Email : gerald.rath@iowa.gov Gerald Rath	Y	0
30	Iowa Works of Greater Siouxland 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9030 Email : michael.henrich@iwd.iowa.gov Michael Henrich	Y	0
31	IowaJobs.com 801 Bluff Street Dubuque, Iowa 52001 Phone : 800-553-4801 Email : michael.henrich@iwd.iowa.gov Workforce Development	N	0
32	KCAU Job Board, Internal 5993 Gordon Dr Sioux City, Iowa 51106 Phone : 712-224-6726 Jill Collins Manual Posting	N	6
33	KCAU Job board, website 5993 Gordon Dr Sioux City, Iowa 51106 Phone : 712-224-6726 Email : jcollins@kcautv.com Jill Collins	N	15
34	Medialine.com PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
35	Midwest Regional Emmys 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 JJ Murray 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
36	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 712-274-5254 Email : hays@morningside.edu Stacie Hayes	N	0
37	Mount Marty College 1105 West 8th Street Yankton, South Dakota 57078 Phone : 605-668-1363 Email : emily.lake@mtmc.edu Sarah Carda	N	0
38	National Association for the Advancement of Colored People PO Box 82 Sioux City, Iowa 51102 Phone : 000-00-0000 Email : scnaacp@gmail.com Flora Lee	Y	0
39	National Lesbian & Gay Journalists Association 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nlga.org Maya Blackmun	Y	0
40	Nebraska Department of Labor 105E Norfolk Ave Suite 100 Norfolk, Nebraska 68701 Phone : 402-347-3430 Email : ndol.norfolkwfd@nebraska.gov Meghann Buresh	Y	0
41	Nebraska Indian Community College 2605 1/2 Dakota Ave South Sioux City, Nebraska 68776 Phone : 402-494-2311 Email : pfowler@thenicc.edu Paul Fowler	Y	0
42	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11

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43	Northeast Community College PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7263 Terry Heggemeyer Manual Posting	N	1
44	Northeast Iowa Community College PO Box 400 Calmar, Iowa 52132 Phone : 563-562-3263 Email : andersonju@nicc.edu Julie Anderson	N	0
45	Northwest Iowa Community College 603 West Park Street Sheldon, Iowa 51201 Phone : 712-324-5061 Email : jobs@nwiicc.edu Pamela Lien	N	0
46	Northwestern College of Iowa 208 8th St. SW Orange City, Iowa 51041 Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Bill Minnick	N	0
47	Office on the Status of African Americans Dept of Human Rights/ Lucas State Office Bldg 321 E 12th Street Des Moines, Iowa 50310 Phone : 515-281-3274 Email : kim.cheeks@iowa.gov Kim Cheeks	Y	0
48	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 515-961-1667 Bobbi Sullivan Manual Posting	N	0
49	Sioux City Human Rights Commission PO Box 447/ 405 6th St Council Chambers at City Hall Sioux City, Iowa 51101 Phone : 712-279-6985 Email : pflemming@sioux-city.org Karen Mackey	Y	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	South Dakota Department of Labor 504 River Drive, City Hall N. Sioux City, South Dakota 57049 Phone : 605-242-5445 Email : Phyllis.Bernard@state.sd.us Phyllis Bernard	Y	0
51	Southwestern Community College 1501 W. Townline St. Creston, Iowa 50801 Phone : 641-782-1446 Email : schlapia@swcciaowa.edu Ann Schlapia	Y	0
52	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6339 Angela Elliott Manual Posting	N	0
53	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Broadcast Employment Manual Posting	N	2
54	University of Iowa 100 Pomerantz Center Suite C310 Iowa City, Iowa 52242 Phone : 319-335-1023 Allan Boettger Manual Posting	N	0
55	University of Nebraska at Omaha 6001 Dodge St. EAB 211 Omaha, Nebraska 68182 Phone : 402-554-3672 Cathy Pettid Manual Posting	N	0
56	University of Northern Iowa Career Services 102 Gilchrist Hall Cedar Falls, Iowa Phone : 319-273-6857 Sarah Goblirsch Manual Posting	N	0

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57	University of South Dakota 414 E. Clark Vermillion, South Dakota 57069 Phone : 605-677-8864 Carly Heard Manual Posting	N	0
58	Vocational Rehabilitation Services 901 W. 21st St. South Sioux City, Nebraska 68776 Phone : 402-494-2265 Email : lucas.mann@nebraska.gov Lucas Mann	Y	0
59	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Jason Barelman Manual Posting	N	0
60	Western Iowa Tech Community College 4647 Stone Ave Sioux City, Iowa 51106 Phone : 712-274-6400 Lori Knihght Manual Posting	N	0
61	Women Aware 520 Nebraska Street Suite 237 Sioux City, Iowa 51101 Phone : 712-258-4174 Email : womenaware@siouxlan.net Katie Colling	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			81

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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	Establishment of an intern program designed to assist members of the community	KCAU offers internships in various departments as an opportunity for students to apply their classroom theory to practical work experience. Our internship program offers students the opportunity to experience firsthand the reality of working in the television broadcast industry, and allows us to build goodwill in the communities in which we operate. we had three internships: Fall Semester 2016, Western Iowa Tech Community College; Spring Semester 2017, Morningside College Summer 2017, Western Iowa Tech Community College	3	Operations Manager Local Sales Manager General Sales Manager
2	10/4/2016	Participation in job banks, internet programs and other programs designed to promote outreach	KCAU-TV participates in numerous job banks and internet programs in the states of Iowa, Nebraska and South Dakota designed to promote outreach generally, as well as those sponsored by TVJobs.com, Medialine.com, the Iowa Broadcasters Association, and the Iowa Broadcast News Association. These organizations have programs designed for outreach generally, and are not primarily directed to providing notification of specific jobs vacancies.	2	General Manager Admin Assistant
3	10/10/2016	Participation in events or programs sponsored by educational institutions	General Manager, John spoke with students in the mass communications department at Morningside College. John spoke with them about the overall station operation and career opportunities in broadcast TV. He also talked about the various skills needed in each area and the educational path needed to succeed.	1	General Manager

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4	10/11/2016	Provision of training to management	Reviewed the 2015 / 2016 EEO report together. We reviewed the recruitment sources, the hiring process in HR Smart and discussed sources and reviewed managers EEO role and responsibilities. And during the meeting the General Manager and Administrative Assistant educated the managers as to their responsibility to successfully communicate job responsibilities and expectations, as well as to offer training and to dispense annual reviews to employees in a non-discriminatory fashion. All aspects of compliance such as reaching our community, recruiting efforts, outreach, wide dissemination and self assessment.	8	General Manager General Sales Manager Local Sales Manager Operations Manager
5	10/11/2016	Participation in events or programs sponsored by educational institutions	Morning Anchor, Jess and Morning Director Dana, spoke with the sixth grade Business and Marketing class at East Middle School. They talked with the students about the TV industry, and the educational requirements for a career in broadcast. They also talked about marketing, commercials and helped the students get hands on experience recording a commercial.	2	Morning Director Morning Anchor
6	10/18/2016	Participation in events or programs sponsored by educational institutions	Our main anchor spoke with roughly 30 high school students at Wayne State College as part of the University of Nebraska Lincoln Extension outreach. She spoke with them about a career broadcasting as part of the Northeast Nebraska Career Day. She also shared about being an anchor, preparing for life after school and preparing for college. She also shared the necessary college classes as well as the skills needed to be in broadcast.	1	Anchor

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7	10/21/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Elisa, was a career panelist at Missouri Valley Anthon Otto High School at the school's career fair. She was on a panel with other local journalist. Elisa was the only representative from broadcast TV. She paneled three sessions of high school students and fielded questions / shared information related to careers in the broadcast industry, the educational requirements, daily planning, tasks, as well as time management skills.	1	Meteorologist
8	10/21/2016	Participation in events or programs sponsored by educational institutions	The General Manager spoke with twelve students in Media Management class on the Morningside College campus. He spoke about broadcast TV from the management perspective. John also shared the educational needs to be in broadcast management and other aspects of broadcast TV.	1	General Manager
9	10/26/2016	Participation in events or programs sponsored by educational institutions	Our Meteorologist Elisa continued her work with students at Loess Hills Elementary. The school has a AV program that airs to the students and staff daily. Elisa worked with the students on story development and planning,as well as talking about the skills and education needed to work in the broadcast industry.	1	Meteorologist
10	11/3/2016	Participation in events or programs sponsored by educational institutions	General Sales Manager Dan spoke with 16 students at Western Iowa Tech Community College about various aspects of television such as advertising, promotions and the production of a local newscast. He talked about the different job opportunities and the education needed to work successfully in broadcast television. He answered student questions about viewership, job duties and ratings of high profile programs.	1	General Sales Manager

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11	11/3/2016	Participation in events or programs sponsored by educational institutions	Elisa, a station Meteorologist, visited the 5th grade students at Loess Hills Elementary School. The school has an AV program that communicates school announcements through the media system. Elisa met on 11/3 (and regularly) with the students on writing stories and shooting video for news stories. She also talked to them about various careers in broadcast and the educational requirements needed.	1	Meteorologist
12	11/22/2016	Participation in events or programs sponsored by educational institutions	The station Operations Manager participated in a Career Academy at South Sioux City High School in Nebraska. Daniele talked with numerous students about careers in the broadcast industry and the importance of education. She emphasized the importance of English classes. She also shared with them what she looks for in future employees, like punctuality, organizational skills, initiative, motivation and eagerness to learn and grow.	1	Operations Manager
13	3/15/2017	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Fred spoke with the third, fourth and fifth graders at Siouxland Christian in Sioux City IA about weather and his job on TV. He spoke with them and answered questions about his career in Broadcast Meteorology, daily forecasts and the education needed. He also talked about other aspects like live cut ins in severe weather situations.	1	Chief Meteorologist
14	3/16/2017	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Fred spoke with a group of twenty five elementary students at MOC-Floyd Valley in Orange City IA about weather and his job on TV. He spoke with them and answered questions about his career in Broadcast Meteorology and the education needed. He also talked about forecasting daily and other aspects like live cut ins in severe weather situations.	1	Chief Meteorologist

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15	4/5/2017	Participation in events or programs sponsored by educational institutions	Daniele, the Operations Manager spoke with the Workplace Communications class at Western Iowa Tech Community College about she looks for in potential employees and how to have a successful interview. She encouraged students to put their best foot forward and not be afraid to take an entry level job to learn the skills and the business. She also spoke about the qualities they look for specific positions. She also shared important educational classes needed to success like a good English class. And that having good organizational skills is a benefit.	1	Operations Manager
16	4/13/2017	Participation in events sponsored by community groups	The station Operations Manager and the Weekend Anchor gave a tour and spoke with the Sioux City Cosmopolitan Club about our new state of the art studio and to learn about the different careers opportunities in the broadcast industry as well as current openings at KCAU. They also talked about educational requirements for careers in news and production.	2	Operations Manager Weekend Anchor
17	5/9/2017	Participation in events or programs sponsored by educational institutions	Daniele, the Operations Manager spoke with the Media Management class at Western Iowa Tech Community College about various management styles in the broadcast industry. She spoke to fifteen students about various job opportunities in the production department and educational requirements for broadcast careers.	1	Operations Manager
18	5/26/2017	Participation in events or programs sponsored by educational institutions	Operations Manager, Dani and Chief Meteorologist, Fred hosted Kingsley-Pierson 8th Grade students. The students were able to meet with Fred and discuss a career in broadcast meteorology. Fred shared with the educational requirements needed and talked about forecasting and on-air presentation.	2	Operations Manager Chief Meteorologist

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19	6/6/2017	Provision of training to management	At the managers meeting, we reviewed the new upcoming EEO reporting system and reviewed the recruitment agencies and EEO efforts. During the meeting the General Manager and Administrative Assistant educate the managers as to their responsibility to successfully communicate job responsibilities and expectations, to offer training and to dispense annual reviews to employees in a non-discriminatory fashion. All aspects of compliance such as reaching our community, recruiting efforts, outreach, wide dissemination and self assessment. We also reviewed the current job postings and the hiring process in in DelTek & Exponent.	9	General Manager General Sales Manager Local Sales Manager Operations Manager
20	6/9/2017	Participation in events or programs sponsored by educational institutions	A representative, Brian, from Northeast Community College in Norfolk, NE came to visit the station. He met with the Operations Manager and a fellow alum, Assistant News Director. The college is in the process of remodeling the broadcast department and wanted to see our new state of the art studio and control room. Daniele and Andy were able to discuss the educational requirements and skills needed. They also reviewed the equipment and layout with Brian to help him assess the best educational opportunities for students for live work situations.	2	Operations Manager Assistant News Director
21	6/13/2017	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, Fred, along with our Creative Services Director, Brian, hosted students from Western Iowa Tech Community College are part of the Science Career Camp for local middle school students. Seventeen students participated in the event. They took a tour of the station and spent time with Fred in the weather center. Fred talked with them about a career in broadcast meteorology and forecasting the weather as well as the educational requirements needed.	2	Creative Services Director Chief Meteorologist

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22	6/30/2017	Participation in events sponsored by community groups	News Anchor, Tim, hosted the Sertoma Club. Twenty five members of the service group toured the facility and learned about the latest innovations in the broadcast industry. The group was able to meet with Chief Engineer, George for about an hour to ask questions and discuss broadcast engineering. George shared technical aspects and daily responsibilities of a Chief Engineer. He also shared the technical educational training involved in broadcast television.	2	Anchor Chief Engineer
23	7/12/2017	Participation in events sponsored by community groups	News Anchor, Tim, hosted the community group, Retired Engineers Association. Fifteen members of the association toured the facility and learned about the latest innovations in the broadcast industry. The group was able to meet with Chief Engineer, George to ask questions and discuss broadcast engineering and the changes over the years. George shared technical aspects and daily responsibilities of a Chief Engineer. He also shared the current technical educational training involved in broadcast television.	2	Anchor Chief Engineer
24	8/23/2017	Participation in events or programs sponsored by educational institutions	A KCAU-TV news producer, Cody, did a FaceTime Q&A with students Huntington University broadcasters for their Broadcast Boot Camp Week. He answered questions from students regarding news producing. He also talked about workplace environment and what classes to take outside required courses. He shared links to various stories on siouxlandproud.com so the students could see examples of KCAU 9 set, graphics and other elements. This face time event was a precursor to his in person visit scheduled on 8/25.	1	Producer

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25	8/25/2017	Participation in events or programs sponsored by educational institutions	A KCAU-TV news producer spoke with fifteen incoming Digital Media students at the university. He answered student questions and shared examples of KCAU newscasts and show rundowns. He also shared the educational requirements to be a news producer.	1	Producer
26	8/29/2017	Participation in events or programs sponsored by educational institutions	Three KCAU staff members hosted the Northeast Community College Broadcasting Department at our studio. The students toured to new studio and production control room. They also watched a live newscast to see all the pieces in motion. Following the show the KCAU staff fielded questions and talked about the various careers in broadcast television and educational need and skills required for success.	3	Operations Manager Assistant News Director Sports Director
27	9/18/2017	Co Sponsoring Job Fair	KCAU TV co-sponsored the Siouxland Local Broadcasters Career Fair on the Morningside College Campus in Sioux City, IA. we promoted the event on air within our newscast and on air promotion as well as posting this on on the station website, Siouxlandproud.com. Station participants included the operations manager, General Sales Manager, the News Director and the General Manager. They spoke to many people from the community about internship and career opportunities.	4	Creative Services Director Local Sales Manager Account Executive Operations Manager