

KYOU
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

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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	Employee Referral	N	1
2	Gray TV Internal Website which also posts automatically to Indeed.com 4370 Peachtree Road, Atlanta, GA 30319	N	8
3	Handshake for Universities – University of WI- Whitewater, MN State, University of Central MO, University of WI-Platteville, Wartburg College	N	
4	KYOU Facebook Site	N	
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		9

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in Job Fairs	10/22/20 KYOU, KCRG, and KWQC participated in the Quad Cities Success Fair at the Rock Island Arsenal Memorial Field from 8:30-11:30AM. The goal of the drive-thru career fair was to help Veterans, Civilians, Transitioning Soldiers and the entire Community with employment opportunities. Iowa Works passed out copies of current job postings to interested job seekers who were able to stay in their cars and were handed a bag of job lead information.
2	Participation in Job Fairs	10/20/20 KYOU, KCRG, and KWQC participated in the IOWA Works DeWitt, IA Drive Thru Job Career Fair at the Travel Mart Parking Lot on Oct. 20th from 4-6PM. The goal of the drive-thru career fair was to help local businesses promote current job openings in a safe, efficient, and unique manner. Iowa Works passed out copies of current job postings to interested job seekers who were able to stay in their cars and were handed a bag of job lead information.
3	Participation in Job Fairs	10/14/20 KYOU, KCRG, and KWQC participated in the IOWA Works Clinton, IA Drive Thru Job Career Fair at the Former Ashford University call center parking lot on Oct. 14 th from 11am-1pm. The goal of the drive-thru career fair was to help local businesses promote current job openings in a safe, efficient, and unique manner. Iowa Works passed out copies of current job postings to interested job seekers who were able to stay in their cars and were handed a bag of job lead information.

4	Provision of training to management	11/19/20 – KYOU Business Manager Participated in a training webinar presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC. All current EEO procedures were covered to insure that all FCC procedures are followed.
5	Participation in events sponsored by community groups	1/21/21 KYOU Reporter/Producer attended the Ottumwa Leadership Academy. The event allowed attendees to better their interview/public speaking abilities. Also conducted interviews about their experience in the Academy and how they will use what they learned. Also handed out employment cards with information on available jobs at KYOU.
6	Participation in events or programs sponsored by educational institutions	3/10/21 KYOU News Director attended Indian Hills Community College to meet with several professors about possible connections KYOU could make with communication students at the college to maybe interest them in the field of Broadcast News. Also discussed the possibility of setting up a curriculum/internship with KYOU and the college for students to come and get experience in the Broadcast field while earning credits toward their degree.
7	Participation in Job Fairs	4/21/21 Iowa Works - Jackson County held a drive thru job fair event on Wednesday, April 21st from 4:00PM to 6:00PM for the Mississippi Valley Workforce Area Community. KWQC - Davenport, IA, KCRG - Cedar Rapids, IA and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All of the participants were able to stay in their cars as they picked up copies of all current job postings from participating vendors.
8	Participation in Job Fairs	4/26/21 Iowa Works - Eldridge-North Scott Chamber held a drive thru job fair event on Monday, April 26th from 4:00PM to 6:00PM for the Mississippi Valley Workforce Area Community. KWQC - Davenport, IA, KCRG - Cedar Rapids, IA and KYOU - Ottumwa, IA participated, All of the participants were able to stay in their cars as they picked up copies of all current job postings from participating vendors.

9	Participation in Job Fairs	5/25/21 – Iowa Works – Clinton Regional Development from 11AM – 1PM at Deanna's Java Hut – 1938 Lincoln Way, Clinton, IA held a drive thru Career Fair. All of the participants were able to stay in their cars as they picked up copies of all current job postings from participating vendors.
10	Participation in Job Fairs	5/25/21 – Iowa Works – DeWitt Chamber – DeWitt Travel Mart – 630 S. 6 th Avenue, DeWitt, IA from 4PM – 6PM held a drive thru Career Fair. All of the participants were able to stay in their cars as they picked up copies of all current job postings from participating vendors.
11	Provision of Training to Management	6/17/21 – Kevin Schrader from KCRG and KYOU participated in the IBA Employment Law Webinar conducted by the IBA's outside counsel.
12	Participation in Job Fairs	6/30/21 – Iowa Works had a drive thru Career Fair in their parking lot at 1801 E. Kimberly Road, Davenport, IA. Candidates drove thru and picked up an informational packet that included informational sheets from area businesses with information on their job postings.
13	Participation in Job Fairs	7/19/21 – Davis County Fair – displayed KYOU job cards which had information on jobs at KYOU at a booth at the fair.
14	Participation in Job Fairs	7/28/21 – Quincy Place Mall – participated at a job fair that was held – displayed job cards which had information on jobs at KYOU.
15	Participation in Job Fairs	9/2/21 – Penn Central Mall in Oskaloosa, IA – participated at a job fair that was held – displayed job cards which had information on jobs at KYOU.