

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-8, 11, 13-16, 19, 21-24, 26-27	5
Producer	1-4, 6-18, 20-27	13
Producer	1-4, 6-18, 20-27	13

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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	Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
3	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
4	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
5	Employee Referral	N	1
6	Gazette and Coridor Careers 500 3rd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8982 Camala Johnson Manual Posting	N	0
7	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	0

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
8	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
9	Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	N	0
10	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0
11	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-2542 Email : taren@iastate.edu Job Listings	N	0
12	JournalismJobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-508-7386 Email : contact@journalismjobs.com Dan Rohn	N	0
13	KCRG Website 501 2nd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8604 Adam Carros Manual Posting	N	3

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
14	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
15	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	0
16	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	1
17	National Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	1
18	Northwestern University 630 Lincoln Evanston, Illinois 60208 Phone : 847-467-4743 Url : http://www.northwestern.edu/recruit/ Geni Harclerode Manual Posting	N	0
19	SND Publishing LLC 1635 Old Hwy 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Gene McKay Manual Posting	N	0

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
20	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
21	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	1
22	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
23	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
24	University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
25	University of Missouri 909 Lowry Mall Columbia, Missouri 65211 Phone : 573-884-6317 Email : career@missouri.edu Job Listings	N	0

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
26	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Phone : 319-352-8425 Email : careers@wartburg.edu Derek Solheim	N	0
27	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/23/2017	Participation in events or programs sponsored by educational institutions	Working with and talking to high school and college students about careers in journalism and media.	1	News Director
2	11/20/2017	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
3	11/30/2017	Participation in other activities designed by the station employment unit	Spoke to a group of international journalist about "Disinformation and Deceptive Media".	1	News Director
4	1/26/2018	Participation in other activities designed by the station employment unit	Station tour conducted by Marketing Department for adults from the Successful Living Rehab group.	1	Marketing Coordinator
5	2/9/2018	Participation in other activities designed by the station employment unit	Station tour conducted by Marketing Department for adults from the Hiawatha Adult Disabilities group.	1	Marketing Coordinator
6	2/19/2018	Participation in other activities designed by the station employment unit	Station tour conducted by Marketing Department for adults from the Day Rehabilitation group.	1	Marketing Coordinator
7	3/3/2018	Participation in events sponsored by community groups	Meteorologist attended and represented KCRG a National Weather Service DVN workshop.	1	Meteorologist
8	3/24/2018	Participation in events sponsored by community groups	News anchor was a speaker at the Optimist Club about KCRG and Zach Johnson Foundation.	1	Anchor
9	4/10/2018	Participation in events or programs sponsored by educational institutions	News Director met with 25 journalism students from the University of Iowa.	1	News Director
10	4/11/2018	Participation in events or programs sponsored by educational institutions	News Director met with 8 University of Iowa students interested in internships or careers with Gray/KCRG TV in the broadcast industry.	1	News Director

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	5/8/2018	Participation in events or programs sponsored by educational institutions	News anchor attended Career Day at Washington High School.	1	Anchor
12	5/9/2018	Participation in other activities designed by the station employment unit	Promotions Coordinator conducted a tour for 14 people from the Cedar Valley Community Support Services.	1	Marketing Coordinator
13	5/9/2018	Participation in other activities designed by the station employment unit	A tour of KCRG was conducted by Marketing for 18 people from Community 'Support Services.	1	Marketing Coordinator
14	5/22/2018	Participation in other activities designed by the station employment unit	A tour of KCRG was conducted by Marketing for 17 people from Belle Plaine High School.	1	Marketing Coordinator
15	6/7/2018	Participation in events or programs sponsored by educational institutions	News anchor spoke with teachers from McKinley Middle School about partnering	1	Anchor
16	6/12/2018	Participation in other activities designed by the station employment unit	A tour of KCRG was conducted by Marketing for 14 people from the Mayors Youth Empowerment.	1	Marketing Coordinator
17	6/12/2018	Participation in other activities designed by the station employment unit	Marketing Coordinator conducted a tour of KCRG for the Iowa City Mayor's Youth Empowerment Program.	1	Marketing Coordinator
18	6/19/2018	Participation in other activities designed by the station employment unit	News anchor worked with a recent high school graduate regarding career options in TV news.	1	Anchor
19	6/21/2018	Participation in other activities designed by the station employment unit	A tour of KCRG was conducted by Marketing for 15 people from the Iowa Vocational Rehabilitation Services.	1	Marketing Coordinator
20	6/21/2018	Participation in other activities designed by the station employment unit	Marketing Coordinator conducted a tour for 20 people from the Iowa Vocational Rehabilitation Services.	1	Marketing Coordinator
21	7/9/2018	Participation in other activities designed by the station employment unit	The news director had a meeting with several international visitors from the Media Sustainability and Innovation Program.	1	News Director

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
22	8/8/2018	Provision of training to management	Management team attended a conference in Davenport, IA called "Power Shift Project". It is a national industry-wide initiative to improve the quality and future of journalism by improving the diversity, equity and culture of news organizations. The project's goal is Workplace Integrity, defined as environments free of harassment, discrimination and incivility - and filled with opportunity, especially for those who have traditionally been denied it.	4	VP/General Manager National Sales Mgr. Local Sales Mgr. Business Mgr.
23	8/14/2018	Participation in Job Fairs	Job fair at St. Ambrose University, Davenport, IA was attended by our sister station, KWQC, Office Manager, Joydene Koresko and News Director, Stephanie Hedrick. Information about KCRG and KWQC job openings were made available to all area veterans and community. The event was 11AM-3:30PM.	3	Business Manager News Director Office Manager
24	8/24/2018	Participation in other activities designed by the station employment unit	Hosted 12 Loras College Media students to observe the news and watch the Midday newscast.	1	Marketing Coordinator
25	9/10/2018	Establishment of an intern program designed to assist members of the community	KCRG had (5) interns from 9/15/17 to 5/1/18. (3) were News interns - which attended University of IA, (1) weather intern - which attended IA State and (1) Prod. Asst. intern - who attended Workplace learning connection. These interns learned all aspects of working in a news dept./weather dept., and Production Dept.	2	News Director Operations Manager