

KCRG-TV
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital News Producer	1, 5, 7, 9-13, 17-22	5
Reporter/MMJ	1-2, 5, 7, 9, 11-13, 17-18, 20, 22	5
Reporter/MMJ	1-2, 5, 7, 9, 11-13, 17-18, 20, 22	2
Anchor/Producer	1-2, 5-7, 9, 11-14, 17-20, 22	2
Associate Producer	1, 5-9, 11-15, 17, 19-20, 22	5
Reporter/MMJ	1, 3-9, 11-20, 22	17
Reporter/MMJ	1, 3-9, 11-20, 22	4
Creative Producer	1, 3, 5, 7, 9, 11-13, 17-18, 20, 22	3
Sales Assistant	1, 5, 7, 9, 11-13, 17-18, 20, 22	5
Technical Media Producer	1, 3, 5, 7, 9, 11-13, 17-18, 20, 22	3
Photographer	1, 5-9, 11, 13, 17-20, 22	5
Sports Anchor/Reporter	1, 5-9, 11-15, 17-20, 22	5
Creative Services Producer	1-3, 5-9, 11-13, 17-20, 22	5
Anchor/Producer	1-2, 5-9, 11-15, 17-20, 22	2
Reporter/MMJ	1, 5-9, 11-15, 17-20, 22	5
Reporter/MMJ	1, 5-9, 11-15, 17-20, 22	5
Technical Media Producer	1-3, 5-7, 9, 11-13, 17-20, 22	2
Technical Media Producer	1-3, 5-7, 9, 11-13, 17-20, 22	2

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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	Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
2	Current Employee	N	7
3	Employee Referral	N	8
4	Facebook post	N	1
5	Gray TV Website - All jobs posted are automatically posted to Indeed.com 4370 Peachtree Road Atlanta, Georgia 30319 Phone : 470-225-5410 Url : https://gray.tv/index.php?page=gray-tv-careers Shavonne Perry Manual Posting	N	25
6	Handshake for Universities - University of MO, Coe College, BYU, Drake University, MN State-Mankato 2601 Mission Street San Francisco, California Phone : none Url : https://app.joinhandshake.com/ none none Manual Posting	N	0
7	Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	N	0
8	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma 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
9	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-2542 Email : taren@iastate.edu Job Listings	N	0
10	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
11	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	0
12	Missouri School of Journalism, Career Services 215 A Reynolds Journalism Institute University of Missouri Columbia, Missouri 65211 Phone : 573-884-1909 Email : career@missouri.edu Laura Redfield-Jacobs	N	0
13	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
14	National Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	0

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15	National Association of Hispanic Journalists PO Box 117 Windsor, California 95492 Phone : 626 792 3846 Url : http://nahj.org/ Self Report Manual Posting	N	0
16	Other Source	N	1
17	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	4
18	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
19	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
20	University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
21	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Phone : 319-352-8425 Email : careers@wartburg.edu Derek Solheim	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	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			46

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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	10/14/2020	Participation in Job Fairs	Iowa Works held a drive thru job fair event at Clinton, IA on October 14th 11am-1pm in the former Ashford University Call Center parking lot for the entire Community to participate in. KCRG - Cedar Rapids, IA, KWQC - Davenport, IA, and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All participants were able to stay in their cars while they picked up current job postings from all participating vendors.	1	Business Manager
2	10/20/2020	Participation in Job Fairs	Iowa Works held a drive thru job fair event at DeWitt, IA on October 20th 4-6pm in the Travel Mart Parking Lot for the entire Community to participate in. KCRG - Cedar Rapids, IA, KWQC - Davenport, IA, and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All participants were able to stay in their cars as they picked up copies of all current job postings submitted by participating vendors.	1	Business Manager
3	10/22/2020	Participation in Job Fairs	Quad-Cities Success Fair held a drive thru job fair event at the Rock Island Arsenal Memorial Field on Thursday, October 22nd 8:30-11:30am for Veterans, Civilians, Transitioning Soldiers and the entire Community. KCRG - Cedar Rapids, IA, KWQC - Davenport, 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.	1	Business Manager
4	10/30/2020	Participation in other activities designed by the station employment unit	News Director met with a group of international journalists to talk about "Effective Journalism During Societal Shifts".	1	News Director

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5	11/19/2020	Provision of training to management	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.	1	Business Manager
6	4/7/2021	Participation in events sponsored by community groups	News anchor spoke to high school students at Economic Alliance about careers in TV News and her journey in the media business.	1	Anchor
7	4/21/2021	Participation in Job Fairs	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.	1	Business Manager
8	4/26/2021	Participation in Job Fairs	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 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.	1	Business Manager

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9	5/25/2021	Participation in Job Fairs	Iowa Works - Clinton Regional Development held a drive thru job fair event on Tuesday, May 25th from 11AM - 1PM for the Mississippi Valley Workforce Area Community at Deanna's Java Hut - 1938 Lincoln Way, Clinton, IA. 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.	1	Business Manager
10	5/25/2021	Participation in Job Fairs	Iowa Works - DeWitt Chamber held a drive thru job fair event on Tuesday, May 25th from 4PM - 6PM for the Mississippi Valley Workforce Area Community at DeWitt Travel Mart - 630 S. 6th Avenue, DeWitt, IA. 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.	1	Business Manager
11	6/17/2021	Provision of training to management	Kevin Schrader with KCRG and KYOU - participated in the IBA Employment Law Webinar.	1	Operations Manager & Programming
12	6/30/2021	Participation in Job Fairs	Participated in Iowa Works Drive thru Career Fair held in the parking lot of Iowa Works, 1801 E. Kimberly Rd., Davenport, IA. Applicants drive thru and pick up an information packet of all the area businesses job posting information.	1	Business Manager
13	7/3/2021	Participation in events sponsored by community groups	Promotion Department displayed career information for KCRG/GrayTV at the Cedar Rapids Downtown Farmer's Market.	1	Promotion Supervisor
14	8/7/2021	Participation in events sponsored by community groups	Promotion Department displayed career information for KCRG/GrayTV at the Cedar Rapids Downtown Farmer's Market.	1	Promotion Supervisor

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15	9/3/2021	Participation in events sponsored by community groups	KCRG had a booth at the annual University of Iowa Football festival, FryFest. Career Information for KCRG/GrayTV was displayed at the event	1	Local Sales Manger
16	9/4/2021	Participation in events sponsored by community groups	Promotion Department displayed career information for KCRG/GrayTV at the Cedar Rapids Downtown Farmer's Market.	1	Promotion Supervisor