

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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
Morning News Anchor	15, 46, 49, 57	15
Reporter	3-7, 10, 12, 16, 21-25, 27, 29-33, 35-37, 39-40, 42, 44, 46-50, 52-54, 57-58, 61, 66	57
Broadcast / IT Systems Engineer	1-2, 4, 6, 8-10, 12-13, 16, 18, 23-24, 27, 29-37, 40, 42, 44, 46-48, 50, 52-53, 55, 57-58, 61, 63, 65-66	13
Producer	3, 11-12, 17, 26-28, 34, 38-40, 43, 46, 57, 62-63, 67	67
Digital Content Manager	4-6, 8, 10-11, 16-17, 19, 22-24, 27-31, 34-36, 38-40, 43-48, 50, 52-53, 57, 59, 62-63, 65-67	19
Reporter	11-12, 17, 26-27, 34, 38-41, 43, 46, 56-57, 59, 62-64, 67	64
Reporter	3, 12, 17, 27, 34, 38-40, 43, 46, 49, 57, 60, 62-63, 67	49
Marketing & Sales Coordinator	11-12, 17, 19-20, 26-27, 34, 38-40, 43, 46, 56-57, 59-60, 62-63, 67	12
Weekend Anchor/Reporter	11-12, 14-15, 17, 27, 34, 39-40, 43-44, 46, 49, 51, 57, 59-60, 62-63, 67	15

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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	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines, Iowa Phone : 515/287-1555 Url : www.aarp.org Fax : 515/287-1787 Gay-Ellen Fisher	N	0
2	American Institute of Business 2500 Fleur Drive Des Moines, Iowa Phone : 515/244-4221 Url : www.aib.edu Fax : 515/288-4366 Carrie Blackburn	N	0
3	B-roll.net 227 6th Street NE Washington, District of Columbia 20002 Phone : 202-486-8842 Kevin Johnson Manual Posting	N	0
4	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51104 Phone : 712/279-5455 Url : http://www.briarcliff.edu Email : dori.rivera@briarcliff.edu Nancy McGuire	N	0
5	Buena Vista College 610 West Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2441 Email : mba@mbaweb.org Fax : 1-712-749-2036 Carol Lytle	N	0
6	Buena Vista University 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-328-0788 Fax : 712-322-8604 Director of Placement	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
7	CareerBuilder 200 N LaSalle St. Chicago, Illinois 60601 Phone : 773-527-2473 Email : maura.mcshane@careerbuilder.com Maura McShane	N	0
8	Central College 812 University Pella, Iowa 50219 Phone : 641/628-5271 Url : www.central.edu/career Fax : 641/628-5338 Pat Joachim Kitzman	N	0
9	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
10	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
11	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
12	Coridor Careers 500 3rd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8982 Email : camala@corridorcareers.com Camala Johnson	N	1
13	Corporate Office	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	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
15	Current Employee	N	5
16	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny, Iowa 50021 Phone : 515/964-6463 Url : www.dmacc.edu/student-services Fax : 515/965-7158 Dave Reimers	N	0
17	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
18	Drake University 2507 University Ave Des Moines, Iowa Phone : 515/271-3721 Url : www.drake.edu/career Fax : 515/271-2376 Debra Setterdahl	N	0
19	Employee Referral	N	2
20	Former Employee	N	1
21	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	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	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Email : mba@mbaweb.org Fax : 1-515-263-2824 Jim Auther	N	0
23	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Email : mba@mbaweb.org Fax : 1-641-269-4508 Maryls Upah	N	0
24	Hamilton College - Des Moines 4655 121st St Des Moines, Iowa 50323 Phone : 515/727-2100 Url : www.hamiltonia.edu Fax : 515/727-2115 Lori Gelhaar	N	0
25	Hawkeye Community College 1502 E. Orange Rd Waterloo, Iowa Phone : 319/296-2320 Url : www.hawkeye.cc.ia.us Fax : 319/296-1028 Ruben Carrion	N	0
26	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
27	Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	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
28	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0
29	Iowa Central College 330 Avenue M Ft. Dodge Ft. Dodge, Iowa 50501 Phone : 515-576-0099 Fax : 1-515-576-7724 David Raedeker	N	0
30	Iowa Division of Latino Affairs Lucas State Office Building Des Moines, Iowa 50319 Phone : 515/281-4080 Url : www.state.ia.us/government/dhr/la Fax : 515/242-6119 John Paul	N	0
31	Iowa Lakes Community College-Estherville 300 South 18th St Estherville, Iowa 51334 Phone : 712/362-7926 Url : www.iowalakes.edu Fax : 712/362-5970 Linda Wiegman	N	0
32	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0
33	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Fax : 712-255-2674 Director of Placement	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
34	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-2542 Email : taren@iastate.edu Job Listings	N	0
35	Iowa Wesleyan College 601 North Main Mt. Pleasant, Iowa 52641 Phone : 319-385-6375 Email : mba@mbaweb.org Fax : 1-319-385-6363 Jeremy Reed	N	0
36	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51502 Phone : 712/325-3200 Url : www.iwcc.edu Fax : 712/325-3720 Hugh Irwin	N	0
37	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515/281-9619 Url : www.iowaworkforce.org Fax : 515/281-9640 Erv Feh	N	0
38	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
39	JournalismJobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-508-7386 Email : contact@journalismjobs.com Dan Rohn	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
40	KCRG Website 501 2nd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8604 Adam Carros Manual Posting	N	3
41	Kirkwood Community College website 123 Linn Hall Cedar Rapids, Iowa 52402 Phone : 319-398-5689 Email : taren@iastate.edu Danielle Ebaugh	N	0
42	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
43	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7723 Email : craig.schaefer@loras.edu Craig Schaefer	N	0
44	Luther College Decorah Decorah, Iowa Phone : 563-387-1025 Email : career@luther.edu Fax : 1-563-387-2628 Career Services	N	0
45	Martin L. King Jr Center 515 Beech St. Waterloo, Iowa 50703 Phone : 319-296-4440 Fax : 1-319-296-4477 Gloria Stigler	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
46	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : rich@medialine.com Rich Everitt	Y	0
47	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	N	0
48	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Email : mba@mbaweb.org Fax : 1-319-363-7543 Barb Mussman	N	0
49	National Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	1
50	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Email : mba@mbaweb.org Fax : 1-712-707-7404 Bill Minnick	N	0
51	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

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52	Scott Community College 500 Belmont Rd. Bettendorf, Iowa 52722 Phone : 563/441-4020 Url : www.eicc.edu/scc Fax : 563/441-4204 Rochelle Carlson	N	0
53	Simpson College 701 N. C St Indianola, Iowa 50125 Phone : 515/961-1530 Url : www.simpson.edu Fax : 515-961-1674 Denice Ross Haynes	N	0
54	St Ambrose University Davenport Davenport, Iowa Phone : 563-333-6243 Email : taylormaryf@sau.edu Fax : 563-333-6243 Mary Taylor	N	0
55	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Email : mba@mbaweb.org Fax : 1-563-333-6243 Jennifer Timmon	N	0
56	The Gazette 500 3rd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8982 Email : classifieds@thegazette.com Brittany Armstrong	N	2
57	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	3

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58	UNI-CUE 800 Sycamore St. Waterloo, Iowa 50703 Phone : 319-433-1220 Url : www.uni.edu Fax : 1-319-433-0160 Karen McNeil	N	0
59	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
60	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 Prong 2 Start Date: 2/15/2016	Y	0
61	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
62	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
63	University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen	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
64	University of Missouri 909 Lowry Mall Columbia, Missouri 65211 Phone : 573-884-6317 Email : career@missouri.edu Job Listings	N	1
65	Urban Dreams 1410 6th Ave. Des Moines, Iowa 50314 Phone : 515/288-4742 Url : www.urbandreams.org Fax : 515/284-5886 Wayne Ford	N	0
66	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8615 Email : mba@mbaweb.org Fax : 1-319-352-8365 Derek Solheim	N	0
67	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Phone : 319-352-8425 Email : careers@wartburg.edu Derek Solheim	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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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	10/15/2015	Participation in other activities designed by the station employment unit	Station tour conducted by the News Dept for 5 international journalists under the CIVIC program at the University of Iowa	1	News Director
2	11/4/2015	Sponsorship of events in the community designed to increase public awareness	Oak Ridge Middle School Running Club - Speaking regarding employment opportunities in news.	1	News Anchor
3	11/11/2015	Participation in other activities designed by the station employment unit	Station tour conducted by the News Dept for 20 journalism students from the University of Iowa	1	News Director
4	11/11/2015	Participation in other activities designed by the station employment unit	Station tour conducted by the News Dept for 6 high school students will shadow KCRG employees - 4 with production employees and 2 with meteorologists.	2	Meteorologist Production Assistant
5	12/8/2015	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotion Dept for 15 Iowa City West High School Business Professionals of America students.	1	Promotions Coordinator
6	12/9/2015	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotion Dept for 13 people from Goodwill Day Habilitation	1	Promotions Coordinator
7	12/16/2015	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotion Dept for 13 people from Goodwill Day Habilitation	1	Promotions Coordinator
8	1/15/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at Vinton-Shellsburg/Benton Community Home School Assistance Program	1	Meteorologist
9	1/20/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 7 individuals from REM Iowa Developmental Services.	1	Promotions Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	2/3/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 20 students from the Marion Homeschool Association	1	Promotions Coordinator
11	2/12/2016	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 at College Community School District about Journalism, Volunteering, and Community Activism	1	Anchor
12	2/18/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at Cascade Jr/Sr High School	1	Meteorologist
13	2/25/2016	Participation in events sponsored by community groups	During this reporting period, our station conducted presentations to various community organizations in our local community. Emcee at Waypoint Women of Achievement Awards	1	Anchor
14	3/3/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to senior citizens at Marion Villages	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	3/9/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at Washington Middle School	1	Meteorologist
16	3/17/2016	Participation in events or programs sponsored by educational institutions	During this reporting period, KCRG-TV conducted presentations to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Keynote speaker for the National Honor Society at West Delaware High School	1	Anchor
17	3/23/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at Sacred Heart School	1	Meteorologist
18	3/31/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 21 Business Professionals of America students from Waukon	1	Promotions Coordinator
19	3/31/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at St. Benedict School	1	Meteorologist
20	3/31/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 20 students from the Marion Home Home School Association	1	Promotions Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	4/6/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 15 students from the Marion Homeschool Association	1	Promotions Coordinator
22	4/13/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 20 students from the Cedar Rapids Homeschool Association	1	Promotions Coordinator
23	4/20/2016	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, 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
24	4/23/2016	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, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologists programmed weather radios in Dubuque	4	Meteorologist Meteorologist Meteorologist Meteorologist
25	4/26/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 15 students from the Allamakee County After School Program	1	Promotions Coordinator
26	4/27/2016	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, 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

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27	4/29/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at Francis Marion Intermediate School	1	Meteorologist
28	4/30/2016	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, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologists programmed weather radios in Riverside	4	Meteorologist Meteorologist Meteorologist Meteorologist
29	5/2/2016	Participation in events or programs sponsored by educational institutions	During this reporting period, KCRG-TV conducted presentations to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Keynote speaker for the National Honor Society at Washington High School	1	Anchor
30	5/4/2016	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, 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

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31	5/6/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at Galena Middle School	1	Meteorologist
32	5/7/2016	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, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologists programmed weather radios in Dyersville	4	Meteorologist Meteorologist Meteorologist Meteorologist
33	5/11/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at St. PiusX School	1	Meteorologist
34	5/11/2016	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, 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
35	5/12/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 8 people in the Birkicht Family, won in an auction basket	1	Promotions Coordinator

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36	5/14/2016	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, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologists programmed weather radios in Waterloo	4	Meteorologist Meteorologist Meteorologist Meteorologist
37	5/18/2016	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, 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
38	5/21/2016	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, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Meteorologists programmed weather radios in Iowa City	4	Meteorologist Meteorologist Meteorologist Meteorologist
39	5/23/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to residents at Garnett Place	1	Meteorologist
40	5/25/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotion Dept for 10 ladies from the Clover Ridge Women's Group	1	Promotions Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
41	5/25/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at Isaac Newton Christian Academy	1	Meteorologist
42	5/26/2016	Participation in events or programs sponsored by educational institutions	During this reporting period, KCRG-TV conducted presentations to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Spoke at McKinley Middle School about Journalism, Leadership and Race.	1	Anchor
43	6/8/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 20 students from Creation Kids	1	Promotions Coordinator
44	6/13/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at the Dubuque YMCA	1	Meteorologist
45	6/15/2016	Participation in events or programs sponsored by educational institutions	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: Spoke to students at Lowden Library	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
46	6/16/2016	Participation in events sponsored by community groups	During this reporting period, our station conducted presentations to various community organizations in our local community. Keynote speaker at CRAAR Scholarship Banquet	1	Anchor
47	8/4/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotions Dept for 19 children from the Tour of Iowa for Youth	1	Promotions Coordinator
48	8/27/2016	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, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Emcee for the Native Fund benefiting victims of natural disaster.	1	Anchor
49	8/30/2016	Participation in other activities designed by the station employment unit	Station tour conducted by the Promotion Dept for 15 ladies from the Red Hat Society	1	Promotions Coordinator
50	8/31/2016	Participation in other activities designed by the station employment unit	The National Sales Manager spoke with and conducted a tour for 15 Political Science students from Grinnell College	1	National Sales Manager
51	9/6/2016	Participation in events or programs sponsored by educational institutions	During this reporting period, KCRG-TV conducted presentations to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. One on one mentoring job shadow for a student attending community college	1	Anchor
52	9/7/2016	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, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Weather talk at Highland Ridge Senior Living	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
53	9/10/2016	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, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Participated in the Polycystic Kidney Disease Walk	1	Anchor
54	9/22/2016	Participation in events or programs sponsored by educational institutions	During this reporting period, KCRG-TV conducted presentations to various community organizations in our local community, Newsroom staff from the station discussed broadcast careers as well as information about KCRG. Emcee at the Junior Achievement Hall of Fame	1	Anchor