

KCRG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Main Anchor	1, 3, 6, 10-12, 14, 16-17, 19-20, 23-28	3
Reporter/MMJ	1, 6-8, 10-12, 14, 16-17, 19-20, 23-28	7
National Sales Manager	1, 4, 6, 8, 10, 12, 14, 16-17, 19, 22-28	4
Account Executive	6, 8-12, 14, 16-17, 19, 23-28	9
Morning Anchor	1, 3, 6-7, 10, 12-14, 16-20, 23-28	3
Morning Anchor	1, 3, 6-7, 10, 12-14, 16-20, 23-28	3
Newscast Producer	1, 6-7, 10, 12, 17-20, 23-28	6
Reporter/MMJ	1-3, 6-7, 10, 12, 16-20, 23-28	2
Reporter/MMJ	1-3, 6-7, 10, 12, 16-20, 23-28	6
Photographer	1, 6-7, 10, 12, 16-20, 23-24, 26-28	6
Technical Media Producer	1, 4, 6-7, 9-12, 15-16, 18-19, 21, 23-28	4
Technical Media Producer	1, 4, 6-7, 9-12, 15-16, 18-19, 21, 23-28	15
Technical Media Producer	1, 4, 6-7, 9-12, 15-16, 18-19, 21, 23-28	21
Digital News Producer	5-6, 23, 28	5
Account Executive	4, 6, 9, 14	9
Account Executive	4, 6, 9, 14	4
Technical Media Producer	6, 9, 15-16, 18-19, 23-28	6

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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	Corporate Recruiter	N	1
3	Current Employee	N	6
4	Employee Referral	N	4
5	Former Intern	N	1
6	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	7
7	Handshake for Universities 2601 Mission Street San Francisco, California Phone : none Url : https://app.joinhandshake.com/ none none Manual Posting	N	2
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	Indeed.com	N	8
10	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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11	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0
12	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-2542 Email : taren@iastate.edu Job Listings	N	0
13	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Career Services Manual Posting	N	0
14	KCRG Website 501 2nd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8604 Adam Carros Manual Posting	N	3
15	Linked In	N	4
16	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
17	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	1

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18	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
19	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
20	National Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	0
21	Other Source	N	1
22	SND Publishing LLC 1635 Old Hwy 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Gene McKay Manual Posting	N	0
23	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	4
24	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	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
26	University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	1
27	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Phone : 319-352-8425 Email : careers@wartburg.edu Derek Solheim	N	0
28	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:			43

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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	10/4/2019	Participation in events or programs sponsored by educational institutions	News Director spoke with 10 University of Iowa Journalism students about job/internship opportunities.	1	News Director
2	10/23/2019	Participation in events or programs sponsored by educational institutions	News Anchor spoke with 30 high school about careers in journalism at the Leadership for Five Seasons event.	1	Anchor
3	10/28/2019	Participation in other activities designed by the station employment unit	News Director participated in CIVIC's State Department sponsored project with international journalists.	1	News Director
4	4/27/2020	Participation in events or programs sponsored by educational institutions	News Director spoke to and conducted a virtual tour of the newsroom for a journalism class from the University of Iowa.	1	News Director
5	7/1/2020	Provision of training to management	Management participated in the Undoing Racism book study with Black Pearl Coaching - Becky David. This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about workplace racism and how it may have affected their lives in the past and present.	1	Business Manager
6	7/8/2020	Provision of training to management	Management participated in the Undoing Racism book study with Black Pearl Coaching - Becky David. This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about the subjects - You and White Privilege, You and White Fragility, You and Tone Policing, You and White Silence, You and White Superiority, and You and White Exceptionalism.	1	Business Manager

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7	7/14/2020	Provision of training to management	Management participated in the Undoing Racism book study with Black Pearl Coaching - Becky David. This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about the subjects - You and Colorblindness, You and Anti-Blackness Against Black Women, You and Anti-Blackness Against Black Men, You and Anti-Blackness Against Black Children, You and	1	Business Manager
8	7/22/2020	Provision of training to management	Management participated in the Undoing Racism book study with Black Pearl Coaching - Becky David. This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about the subjects - You and White Apathy, You and White Centering, You and Tokenism, You and White Saviorism, You and Optical Allyship, and You and Being Called Out/Called In.	1	Business Manager
9	7/29/2020	Provision of training to management	Management participated in the Undoing Racism book study with Black Pearl Coaching - Becky David. This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about the subjects - You and White Feminism, You and White Leaders, You and Your Friends, You and Your Family, You and Your Values, and You and Losing Privilege.	1	Business Manager

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10	8/19/2020	Provision of training to management	Upper Management participated in a workshop with a local counselor on how to handle work related stress, personal stress, and problems that it could cause with working during this very stressful time with Covid virus and other stressful situations. Information was given on how to help our employees deal with the stress and to recognize possible problem areas in the workplace and how to handle them in a positive and productive way for all employees.	1	Business Manager
11	9/30/2020	Participation in Job Fairs	KCRG, KYOU, and KWQC participated in the IOWA Works Drive Thru Job Career Fair on Sept. 30th 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.	1	Business Manager