

**KCRG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital News Producer	1, 8-10, 13-20, 23-24, 26-27	8
Account Executive	1, 6, 8-9, 11, 13, 15-18, 22-23, 25-27	11
Reporter - Bureau	1, 8, 10, 13-21, 23, 26-27	23
Photographer	1, 7-8, 10, 13, 15-20, 23, 26-27	8
Anchor/Producer	1, 8, 10, 13-20, 23, 26-27	8
Technical Media Operator	1, 8, 10-11, 13, 15-18, 23, 25-27	8
Technical Media Operator	1, 8, 10-11, 13, 15-18, 23, 25-27	8
Meteorologist	1, 6, 8, 13, 15-18, 23, 25-27	8
Special Events Coordinator	3, 6, 8, 11, 22	22
Creative Services Producer	1, 8, 11-13, 15, 17-18, 23, 25-27	11
News Anchor (Primary/Evening)	1, 4-5, 8, 13-14, 16-20, 23, 25-27	8
News Anchor (Primary/Evening)	1, 4-5, 8, 13-14, 16-20, 23, 25-27	5
Newscast Producer	1-2, 8, 10-11, 13-15, 17-20, 23, 25-27	2
Reporter/Producer	1, 8, 10-11, 13-15, 17-20, 22-23, 25-27	22
Technical Media Producer	1, 5, 8, 10-11, 17-18, 23, 27	11

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
2	Career Fair	N	1
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
4	Current Employee	N	2
5	Current Employee - Transfer/Promotion	N	2
6	Employee Referral	N	5
7	Former Employee	N	1
8	Gray TV Website - All jobs posted are automatically posted to Indeed.com and Careerbuilder 4370 Peachtree Road Atlanta, Georgia 30319 Phone : 470-225-5410 Url : <a href="https://gray.tv/index.php?page=gray-tv-careers">https://gray.tv/index.php?page=gray-tv-careers</a> Shavonne Perry Manual Posting	N	15
9	Handshake for Universities - University of MO, Coe College, BYU, Drake University, MN State-Mankato 2601 Mission Street San Francisco, California Phone : none Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> none none Manual Posting	N	0
10	Handshake for Universities - University of MO, Coe College, BYU, Drake University, MN State-Mankato 2601 Mission Street San Francisco, California Phone : none Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> none none Manual Posting	N	2

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11	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	11
12	Internal Candidate	N	1
13	Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	N	0
14	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0
15	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-2542 Job Listings Manual Posting	N	0
16	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	0
17	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

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18	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
19	National Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	0
20	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
21	None indicated (Source Unknown)	N	1
22	Other Source	N	7
23	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	2
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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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	0
27	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>50</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/29/2022	Participation in events or programs sponsored by educational institutions	Anchor attended a competition for the Future Business Leaders of America and Linn-Mar High School.	1	Anchor
2	2/2/2022	Establishment of an intern program designed to assist members of the community	Meteorologist conducted a weather presentation to American Society of Farm Managers and Rural Appraisers (ASFMRA) at Iowa State University.	1	Meteorologist
3	2/17/2022	Provision of training to management	KCRG Business Manager participated in a webinar for Gray Television by Wiley Rein, LLP for EEO information.	1	Business Manager
4	3/10/2022	Participation in Job Fairs	Southern Iowa Career Fair - 10am-2pm at Indian Hills Community College, Main Campus, Hellyer Student Life Center, 525 Grandview Ave., Ottumwa, IA 52501. KCRG and KYOU News Director attended.	1	News Director
5	3/22/2022	Participation in events or programs sponsored by educational institutions	Anchor spoke at Mt. Mercy University about journalism storytelling, in particular, storytelling via video.	1	Anchor
6	3/31/2022	Participation in events or programs sponsored by educational institutions	Anchor spoke to a Media Literacy class via Zoom at the University of Northern Iowa about staying motivated, inspired and to pursue their dreams.	1	Anchor
7	4/4/2022	Participation in events or programs sponsored by educational institutions	Anchor spoke with college students at Mt. Mercy University about how careers in the industry have changed and journalists manage work/life balance and the relevance of local news in the media landscape of today.	1	Anchor
8	4/27/2022	Participation in Job Fairs	Human Resources Manager and Events Coordinator attended and set up a KCRG booth with Gray career information at the Mount Mercy University Spring Career Fair.	2	Human Resources Manager Events Coordinator
9	5/11/2022	Participation in events or programs sponsored by educational institutions	News Director spoke to college students at the Iowa Broadcast News Association Convention.	1	News Director
10	5/20/2022	Participation in events sponsored by organizations representing the community	Meteorologist spoke to the Daybreak Rotary Club in Cedar Rapids.	1	Meteorologist

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11	6/16/2022	Participation in other activities designed by the station employment unit	Anchor met with a Brazilian delegation of journalists to talk about their project "Promoting Diversity and Inclusion in Journalism.	1	Anchor
12	7/12/2022	Provision of training to management	KCRG Business Manager and Operations Manager participated in the Iowa Broadcasters Association FCC EEO Rules Webinar that presented by Brooks Pierce Law Firm who lead the hour long webinar to help refresh participants on the FCC's EEO rules and help them stay up-to-date on the latest EEO developments.	2	Operations Manager Business Manager
13	9/7/2022	Participation in events sponsored by organizations representing the community	Meteorologist gave a weather talk to 15 people at the Cedar Rapids WEST Rotary.	1	Meteorologist
14	9/8/2022	Participation in events sponsored by organizations representing the community	Meteorologist gave a weather talk to 115 safety professionals during the Hawkeye on Safety Conference.	1	Meteorologist
15	9/22/2022	Participation in events or programs sponsored by educational institutions	Reporter spoke at the National Honor Society induction ceremony at Linn-Mar High School.	1	Reporter