

KCWI, WOI
EEO PUBLIC FILE REPORT
September 19, 2019 - September 30, 2019

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
Weekend Anchor/Reporter	1-33	23

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bradley University 1501 W. Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2513 Url : http://www.bradley.edu/scc Email : jpesek@bradley.edu Janet Pesek	Y	0
2	Briar Cliff University 3303 Rebecca St Sioux City, Iowa 51104 Phone : 712-279-1633 Url : http://www.collegecentral.com/briarcliff Email : beau.sudtelgte@briarcliff.edu Beau Sudtelgte	Y	0
3	Broadcast Center 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Placement Department	Y	0
4	Buena Vista University 600 W. 4th St Storm Lake, Iowa 50588 Phone : 712-749-2447 Url : http://www.myinterfase.com/bvu/employer/ Email : careerservices@bv.edu Zoey Breese	Y	0
5	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5856 Url : http://www.central-csm.symplicity.com/employers/ Email : sandersc@central.edu Charnell Sanders	Y	0
6	Clarke University 1550 Clarke Dr Dubuque, Iowa 52001 Phone : 563-588-6302 Email : careerservices@clarke.edu Becky Herrig	Y	0

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7	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
8	Des Moines Area Community College 2006 S. Ankeny Blvd Ankeny, Iowa 50021 Phone : 515-964-6200 Url : http://www.collegecentralnetwork.com/dmacc Email : careers@dmacc.edu Sara Clayton	Y	0
9	Des Moines Rights 602 Robert Ray Dr Des Moines, Iowa 50309 Phone : 515-283-4284 Email : rusimms@dmgov.org Ruby Simms	N	0
10	Dordt College 498 4th Ave NE Office of Career Services Sioux Center, Iowa 51250 Phone : 712-722-6011 Url : http://www.collegecentral.com/dordt Email : kathy.harmelink@dordt.edu Kathy Harmelink	N	0
11	Drake University 118 Meredith Hall Des Moines, Iowa 50311 Phone : 515-271-4715 Url : http://www.drake-csm.symplicity.com/employers/ Email : annette.watson@drake.edu Annette Watson	Y	0
12	Graceland University 1 University Place Lamoni, Iowa 50140 Phone : 641-784-5460 Email : personnel@graceland.edu Jan Gray	N	0

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13	Grinnell College 1127 Park St Career Development Office Grinnell, Iowa Phone : 641-269-4026 Url : http://www.grinnell-csm.symplicity.com/employers/ Email : harriske@grinnell.edu Kelly Harris	Y	0
14	ICSAA 321 E 12th St Des Moines, Iowa 50319 Phone : 515-281-3274 Email : kim.cheeks@iowa.gov Kim Cheeks	N	0
15	Illinois Center for Broadcasting 455 Eisenhower Lane S Ste 200 Lombard, Illinois 60148 Phone : 630-916-1700x3114 Email : dclark@beonair.com Don Clark	N	0
16	Illinois New Broadcasters Assoc. 124 3rd St The Job File Wilmette, Illinois 60091 Phone : 847-920-5590 Email : borowmaq@aol.com Bob Roberts	N	0
17	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Url : http://www.iowabroadcasters.com Email : iowaiba@dwx.com Sue Toma	Y	0
18	Iowa College Recruiting Network 10 Merrill Park Circle Ste B Grinnell, Iowa 50112 Phone : 515-867-6890 Url : http://www.recruitiowagrads.com Email : valorie.larsson@recruitiowagrads.com Valorie Larsson	N	0

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19	Iowa Lakes Community College 330 S 18th St Estherville, Iowa 51334 Phone : 712-362-0409 Email : kcromwell@iowalakes.edu Kathy Cromwell	Y	0
20	Kaplan University 4655 121st St Urbandale, Iowa 50323 Phone : 515-727-6844 Email : workstudyku@gmail.com Jenna Scott	Y	0
21	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Career Services	Y	0
22	Morningside College 1501 Morningside Ave Student Services Sioux City, Iowa 51106 Phone : 712-274-5032 Email : hays@morningside.edu Stacie Hays	Y	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
24	Northwestern College Iowa 101 7th St Orange City, Iowa 51041 Phone : 712-707-7225 Email : cdc@nwciowa.edu Nancy Landhuis	Y	0
25	Simpson College 701 N C St Indianola, Iowa 50125 Phone : 515-961-1372 Url : http://www.simpson-csm.symplicity.com/employers/ Email : careers@simpson.edu Bobbi Sullivan	Y	0

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26	Tvjobs.com PO Box 4116 Broadcast Employment Services Oceanside, California 92052 Phone : 760-754-2115 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
27	University of Iowa 100 Pomerantz Center Ste C310 Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.uiowa-csm.symplicity.com Email : careercenter@uiowa.edu Sara Burden	Y	0
28	University of Northern Iowa 102 Gilchrist Hall Cedar Falls, Iowa 50614 Phone : 319-273-6857 Url : http://www.uni-csm.symplicity.com/employers/ Email : careerservices@uni.edu Anna NA	Y	0
29	Upper Iowa University 605 Washington Street Fayette, Iowa 52142 Phone : 563-425-5229 Email : puffetta@uiu.edu Anne Puffett	Y	0
30	Urban Dreams 601 Forest Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Email : wford14275@aol.com Wayne Ford	Y	0
31	William Penn University 201 Trueblood Avenue Oskaloosa, Iowa 52577 Phone : 641-673-2173 Email : stevensde@wmpenn.edu Debbie Stevens	Y	0

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32	WOI5 3903 Westown Parkway West Des Moines, Iowa 50266 Phone : 515-457-9645 Url : http://www.weareiowa.com Candace Freeman Manual Posting	N	0
33	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:			5

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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	9/19/2019	Establishment of training programs for station personnel	Slack Training – Trained news employees on how to use the messaging app Slack. Slack is an instant messaging and collaboration app that TEGNA utilizes for stations to communicate with one another in real time. 9.19.19 3pm & 9.20.19 7:30am	20	News Director Executive Digital Producer Chief Photog Anchor
2	9/24/2019	Establishment of training programs for station personnel	Kronos Training – Trained employees on how to use Kronos. Kronos an electric timekeeping system that allows employees to manage their time and track their time off. Training window from 9.24 through 9.26.19	75	VP/General Manager Executive Admin Promotion Maganer Chief Engineer
3	9/25/2019	Establishment of training programs for station personnel	Basware – Trained employees on how to use Basware. Basware is electronic software that TEGNA utilizes to transact and exchange documents electronically such as purchase orders and invoices. The system allows stations to manage their vendor data as well as connect and pay partners.	2	VP/General Manager Executive Admin