

KTIV Television
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
News Anchor/ Reporter	6, 10-11, 16, 25, 52	10
Director	6, 11, 16, 25	11
Multimedia Journalist	1-4, 6-8, 11-14, 16, 19-51, 53-65	11
Multimedia Journalist	1-4, 6-8, 11-14, 16, 19-51, 53-65	11
Multimedia Journalist	1-4, 6-8, 11-14, 16, 19-51, 53-65	6
News Anchor	1-4, 6-9, 11-14, 16, 18-47, 49-51, 53-60, 62-65	18
News Anchor	1-4, 6-9, 11-14, 16, 18-47, 49-51, 53-60, 62-65	9
Meteorologist	1-4, 6-8, 11-14, 16, 19-47, 49-51, 53-60, 62-65	11
Meteorologist	1-4, 6-8, 11-14, 16, 19-47, 49-51, 53-60, 62-65	23
Assignment Manager	1-4, 6-9, 11-14, 16, 19-47, 49-51, 53-60, 62-65	9
Master control operator	1-4, 6-9, 11-14, 16, 19-47, 49-51, 53-60, 62-65	9
Master control operator	1-4, 6-9, 11-14, 16, 19-47, 49-51, 53-60, 62-65	51
Master control operator	1-4, 6-9, 11-14, 16, 19-47, 49-51, 53-60, 62-65	16
Meteorologist	1-4, 6-8, 11-14, 16, 19-47, 49-51, 53-60, 62-65	11
Photographer / Videographer	1-4, 6-8, 11-14, 16, 19-47, 49-51, 53-60, 62-65	11
Creative Services Producer	2-8, 11-14, 16, 19-47, 49-51, 53-60, 62-64	5
NEWS PRODUCER (PRIMARY) - KTIV	2-4, 6-8, 11-14, 16, 19-47, 49-51, 53-58, 60, 62-64	11
BUSINESS GROWTH CONSULTANT - KTIV	2-4, 6-7, 11-14, 16, 19-47, 49-51, 53-58, 60, 62-64	6
NEWS PRODUCER (PRIMARY) - KTIV	2-4, 6-7, 9, 11-14, 16, 19-47, 49-51, 53-58, 60, 62-64	9
BUSINESS GROWTH CONSULTANT - KTIV	2-4, 6-7, 11-17, 19-38, 40-47, 49-51, 53-57, 60, 62-64	15
BUSINESS GROWTH CONSULTANT - KTIV	2-4, 6-7, 11-17, 19-38, 40-47, 49-51, 53-57, 60, 62-64	11
NEWS PRODUCER (PRIMARY) - KTIV	2-4, 6-7, 9-14, 16, 19-38, 40-47, 49-51, 53-57, 60, 62-64	10

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NEWS PRODUCER (PRIMARY) - KTIV	2-4, 6-7, 9-14, 16, 19-38, 40-47, 49-51, 53-57, 60, 62-64	9

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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	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Email : cwilliams@alcorn.edu Carla Williams	N	0
2	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51103 Phone : 800-662-3303 Nancy McGuire Manual Posting	N	0
3	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bvuu.edu Jerry Johnson	N	0
4	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : career@bvuu.edu Zoey Breese	N	0
5	Career or Job Fair - See Section III	N	1
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	7
7	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0

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8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Current Employee	N	5
10	Employee Referral	N	2
11	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	21
12	Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting	N	0
13	IBEW Local 231 5001 Harper Drive Sioux City, Iowa 51111 James Kavanaugh Manual Posting	N	0
14	Illinois Media School 530 S State Street Chicago, Illinois 60605 Phone : 312-884-8000 Email : cjackson@beonair.com Carl Jackson	N	0
15	Indeed.com	N	1
16	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	3
17	Indeed.com - Not Directly Contacted by SEU	N	1
18	Internal Transfer/Promotion	N	1

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19	Iowa Broadcasters website iowabroadcasters.com , Iowa Career Service Manual Posting	N	0
20	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 800-362-2793 Email : scharf@iowacentral.edu Sara Scharf	N	0
21	Iowa Civil Rights Comm. 400 E 14th Street Des Moines, Iowa 50319 Don Grove Manual Posting	N	0
22	Iowa Lakes Community College 19 S 7th Street Estherville, Iowa 51334 Phone : 712-362-2604 Email : kcornwall@iowalakes.edu Kathy Miller Cornwall	N	0
23	Iowa State University ecms.eng.iastate.edu/employers , Iowa Career Service Manual Posting	N	2
24	Iowa Western Community College 2700 College Road, Box 4c Council Bluffs, Iowa 51502 Phone : 800-432-5852 Email : hirwin@iwcc.edu Hugh Irwin	N	0
25	KTIV website ktiv.com , Iowa Career Service Manual Posting	N	0

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26	KTTC 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5104 Email : jneyens@kttc.com Jodie Neyens	N	0
27	KVOA Television Inc PO Box 5188 Tucson, Arizona 85703 Phone : 5208844601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
28	Luther College 700 College Drivd Decorah, Iowa 52101 Phone : 563-387-1291 Email : career@luther.edu Mark Peltz	N	0
29	Medialine website medialine.com/jobs.htm , Iowa Career Service Manual Posting	N	0
30	Medill Northwestern 1845 Sheridan Road Evanston, Illinois 60208-2101 Phone : 847-491-2049 Beth Bennett Manual Posting	N	0
31	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5480 Email : madsend@morningside.edu Dave Madsen	N	0
32	NAACP PO Box 82 Sioux City, Iowa 51103 Phone : 7122032052 Email : scnaacp@gmail.com Ike Rayford	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
33	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : 3014050248 Email : vdodson@nabj.org Veronique Dodson	N	0
34	Nebraska Workforce Development 105 E Norfolk Avenue, Suite 100 Norfolk, Nebraska 68701 Phone : 402-370-4418 Email : Becky.Maggart@nebraska.gov Becky Maggart	N	0
35	Norfolk State University 700 park Avenue, Suite A105 Norfolk, Virginia 23501 Phone : 757-823-8462 Email : careerservices@nsu.edu Ben Ellis	N	0
36	Northeast Community College 801 E Benjamin Avenue PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7263 Email : terrih@northeast.edu Terri Heggemeyer	N	0
37	Northwestern College 101 7th Street SW Orange City, Iowa 51041 Phone : 712-707-7223 Nancy Landhuis Manual Posting	N	0
38	NW Missouri State 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Joan Schneider Manual Posting	N	0
39	Quincy Media Inc 130 South Fifth Street Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Leslie Van Ness	N	0

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40	Sanford Community Center 1700 Center Sioux City, Iowa 51103 George Boykin Manual Posting	N	0
41	Shaw University 118 E South Street Raleigh, North Carolina 27601 Email : jholley@shawu.edu Juanda Holley	N	0
42	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 800-362-2454 Email : careers@simpson.edu Laurie Dufoe	N	0
43	Sioux City Community Rights Commission 405 6th Street, Room 410 PO Box 447 Sioux City, Iowa 51102 Phone : 712-279-6985 Email : kmackey@sioux-city.org Karen Mackey	N	0
44	Siouxland Chamber of Commerce 101 Pierce Street Sioux City, Idaho 51101 Phone : 712.255.7903 Teresa Rosenboom Manual Posting	N	0
45	Southern Illinois University Carbondale, Illinois 62901 Phone : 618-453-1040 Cindy Jenkins Manual Posting	N	0
46	St. Ambrose University 518 W Locust Street Davenport, Iowa 52803 Phone : 563-333-6339 Email : careercenter@sau.edu Angela Elliott	N	0

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47	TV Jobs website tvjobs.com , Iowa Career Service Manual Posting	N	0
48	University of Colorado Boulder College of Media, Communication and Information Folsom Stadium, Suite 110 Boulder , Colorado Phone : 303-492-5480 Email : christine.mahoney@colorado.edu Christine Mahoney Prong 2 Ended Date: 11/2/2022	N	0
49	University of Iowa careers.uiowa.edu/employers/expo.html#post , Iowa Career Service Manual Posting	N	0
50	University of Nebraska-Lincoln 202 Andersen Hall Lincoln, Nebraska 68588-0466 Email : ralloway1@unl.edu Rick Alloway	N	0
51	University of South Dakota 414 E Clark Street Vermillion, South Dakota 57069 Phone : 605-658-6152 Email : samantha.nelson@usd.edu Samantha Nelson	N	1
52	Unknown (source not adequately identified upon inquiry by SEU)	N	2
53	Upper Midwest NATAS 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 JJ Murray Manual Posting	N	0

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54	Virginia Union University 1500 N Lombardy Street Richmond, Virginia 23220 Phone : 804-257-5656 Email : jmgilbert@vu.edu Fax : 1-804-257-5748 Jessica Gilbert	N	0
55	Wartburg College PO Box 1003 Waverly, Iowa 50677 Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Derek Solheim	N	0
56	Wayne State College 111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7327 Email : jabarell@wsc.edu Jason Barelman	N	0
57	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
58	WGEM PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
59	WKOW 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2794 Email : bbeer@wkow.com Bonnie Beer	N	0

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60	WPTA 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cbennett@wpta21.com Cindy Bennett	N	0
61	WREX PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
62	WSIL Television 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 6189569184 Email : btanner@wsiltv.com Bethany Tanner	N	0
63	WVVA PO Box 1930 Bluefield, West Virginia 24701 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	N	0
64	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
65	WXOW/WQOW PO Box C-4019 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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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	11/2/2022	Participation in Job Fairs	• Our Marketing Director and DSM attended a career fair at SD State University in Brookings, SD to speak with students about jobs in broadcasting.	2	marketing Director Digital Sales Manager
2	2/6/2023	Participation in Job Fairs	Our Director of Programming and our News Director attended the Iowa Works Super Monday Job Fair to speak to job applicants about jobs in broadcasting.	2	Director of Programming & Marketing News Director
3	2/13/2023	Participation in Job Fairs	Several managers attended the IBA Virtual Job Fair to speak to job applicants about jobs in broadcasting.	6	Office Manager Director of Programming and Marketing News Director Director of Operations
4	4/12/2023	Participation in Job Fairs	Our Director of Programming and Director of First Impressions participated in the WITCC 2023 Spring Career Fair to speak to job applicants about jobs in broadcasting.	2	Director of Programming & Marketing Director of First Impressions
5	4/20/2023	Provision of training to management	Our Office Manager participated in a training on the FCC's EEO Rules and Regulations provided by Wiley.	1	Office Manager
6	9/21/2023	Co Sponsoring Job Fair	KTIV co-sponsored the Siouxland Broadcasting Career Fair at Briar Cliff College. Our Director of Programming and Marketing, Digital Sales Manager, News Director and Director of First Impressions spoke with students about the exciting world of broadcast television.	4	Director of Programming & Marketing Digital Sales Manager Director of first impressions News Director
7	9/28/2023	Participation in Job Fairs	Our Digital Sales Manager, Director of Programming and Marketing, and Director of first impressions participated in the career and internship fair at Buena Vista University on September 28, 2023.	3	Digital Sales Manager Director of Programming and Marketing Director of first impressions