



**EEO PUBLIC FILE REPORT
 KYOU-TV Ottumwa, IA
 (October 1, 2016 – September 30, 2017)**

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

The Master List of Recruitment Sources (Attachment A) includes a list of recruitment sources, indicating names, address, contact person and telephone number of each as appropriate. Sources with an asterisk (*) denote organizations that have requested notification of full-time vacancies.

**FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED (#'s in parenthesis)¹
 [With Hiree's Recruitment Source Noted in Brackets]**

Executive News Producer/ News Director	(1-23 and 26, 27 and 29-32, 34-38)	[Hiree: # 37]	PB
Administrative Assistant	(1-18, 20-23,26,27,29, 31, 32, 34-36)	[Hiree: # 35]	DK
News Anchor/Producer/ Reporter	(1-23, 26,27, 29 31,32 34-36, 38)	[Hiree: #19]	KP
Marketing Director	(1-23 and 26,27,29,31,32,34,36)	[Hiree: #6]	SJ
News Anchor/Producer/ Reporter	(1-23 and 26,27, 29 31,32, 34, 36)	[Hiree: #34]	CS
Account Executive	(1-18 and 20-23, 26, 27, 29-32)	[Hiree: #26]	JR
Account Executive	(1-18, 20, 22, 23, 26, 27, 29, 31, 32, 34-36)	[Hiree: #26]	HW

Total Interviewees for all Full-Time Positions: 38

Number of Interviewees from Referrals Sources Used for Full Time:

#4 (1) #6 (1) #19 (8) #20 (2) #26 (3) #34 (12)
 #35 (6) #36 (1) #37 (3) #38 (1)

Total Interviewees for all Part-Time Positions: 0

Number of Interviewees from Referrals Sources Used for Part Time:

**PART TIME POSITIONS FILLED; RECRUITMENT SOURCES USED [#'s in parenthesis]
 [With Hiree's Recruitment Source Noted in Brackets]**

¹ The numbers correspond with the numbers in Attachment A.

KYOU

EEO PUBLIC FILE REPORT

ATTACHMENT A

October 1, 2016 to Sept 30, 2017

II. MASTER LIST OF RECRUITMENT SOURCES

Sources with an asterisk () denote organizations that requested notification of job vacancies

Source Number	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	Number of Interviews Full Time	Number of Interviews Part Time
COMMUNITY SOURCES							
1	Truman State University	Glen Ketterlinus	Career Center 100 E Normal St.- Kirksville, MO 63501	www.myinterfase.com/truman/employer	660-785-5453		
2	Buena Vista University		Career Center 610 - Storm Lake, IA 50588		712-749-2440		
3	Central College		Career Center Director, 812 University - Pella, IA 50219		641-628-5271		
4	Iowa State University	Meredith Williams	Career Services, 2229 Lincoln Way - Ames, IA 50011	Cyhire.com http://www.business.iastate.edu/careers/	515-294-2542	1	
5	University of Iowa	Chris Wells	Career Services, 24 Phillips Hall - Iowa City, IA 50011	hireahawk.com	319-335-1024		
6	Indian Hills Community College		Career Center, 525 Grandview Ave - Ottumwa, IA 52501	shesidor@indianhills.edu	641-683-5111	1	
7	William Penn University		Career Services, 201 Trueblood Ave. - Oskaloosa, IA 52577		641-673-2173		
8	Iowa Wesleyan College		Career Services, 601 North Main St. - Mt. Pleasant, IA 52641		319-385-6375		
9	Moberly Area community College		Career Services, 2015 Normal St. - Kirksville, MO 63501		660-785-2400		
10	Kirkwood Community College		Career Center, 6301 Blvd. SE - Cedar Rapids 52404		319-398-5411		
11	University of Northern Iowa		Career Center, 1227 W 27th St. Cedar Falls, IA 50614	https://uni-csm.symplicity.com/employers	319-273-6857		
12	Muscatine Community College	Annabelle Cakderon - Flores	Student Services, 152 Colorado ST. - Muscatine, IA 52761		563-288-6035		
13	University of Dubuque	Sandy Steuer-Jewett	Student Services, 2000 University Ave. - dubuque, IA 50001		563-589-3113		
14	IA Division of African American	Kim Cheeks	Lucas State Office Bldg., 321 East 12th St.- Des Moines, IA 50319		515-282-6542		
15	Chinese Association of Iowa	Swallow Yan	2803 160th St. - Urbandale, IA 50323		545-988-9001		
16	Hispanic Education Resources	Jodi Ramos	828 SE Scott, Des Mones, IA 50309		515-282-6542		
17	Iowa Division of the Status of Women	Ellen Failor	Locas State Office Bldg., 321 East 12th Ave. Des Mones, IA 50309		515-242-6119		
18	Native American Pubic	Becky Fauver	1800 N 33rd St. Lincoln, NE 68503		402-472-8675		
19	TV JOBS		PO Box 4116, Oceanside CA. 92052	jobs@tvjobs.com	402-472-8675	8	
20	Iowa Workforce Development	Dean Marris	15260 Truman St. Ottumwa, Ia. 52501		641-684-5401	2	
21	IA Broadcaster Association	Sue Toma	PO Box 71186, Des Moines IA 50325	http://iowabroadcasters.com	515-224-7237		
22	St. Ambrose University	Dave Baker	518 West Locust, Davenport IA 52803		563-333-6219		
23	Morning Side College	Dave Madsen	1501 Morningside Ave. Sioux City, IA 51106	madsend@morningside.edu	712-274-5480		
ADDITIONAL SOURCES							
24	Ottumwa Courier	Classified Ads	213 East Second St. - Ottumwa, IA 52501		641-684-4611		
25	Kirksville Daily Express	Classified Ads	110 E. McPherson St. - Kirksville MO 63501				
26	Internal Posting/Current Employees		Bulletin Board Posting			3	
27	KYOU Website or ON-Air Rec.		Recruitment ON-Air/Website				
28	Oskaloosa Herald	Classified Ads	1901 A Ave. W, Oskaloosa IA 52577	oskynews@oskyherald.com	641-672-2581		
OUTREACH INITIATIVE							
29	Iowa Asian Alliance	Stacy Lovan	3816 Ingersoll Avenue, Des Moines IA 50312				
30	The Native American journalist Association	Debra Valentio, Membership and Communications Manager	University of Oklahoma, Gaylord College 395 W. Lindsay St, Norman, OK 73019-4201	www.dvalentino@naja.com	405-325-1649 Phone, 405-325-6945 Fax		
31	National Association of Hispanic Journalists	Virginia Galindo	100 National Press Bldg, S24, 14th St NW, Washington, DC 20045	http://www.nahicarercenter.com	202-662-7145		
32	Asian American Journalist Association	Mr. Albert Lee	5 3rd Street # 1108 San Francisco CA 95103	www.aaaja.org	415-346-2051		
33	ZipRecruiter		On Line Posting				
34	Monster.com					12	
35	Indeed.com-This site copies from other sites and uploads our jobs					6	
36	University of Missouri		Columbia, MO 65211	www.HireMizzouTigers.com	573-882-0878	1	
*37	Rick Gevers & Associates		355 E Ohio St #303 Indianapolis, IN 46204		317-635-7912	3	
38	Iowa Jobs.org			Iowa Jobs.org		1	

Total	38	0
-------	----	---



Attachment B

KYOU-TV Ottumwa, IA

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): _____ (Ongoing) _____

Describe Nature of Initiative:

Full-time job posted in a job bank or newsletter of groups whose membership includes substantial participation of women and minorities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

All job openings are mailed to minority organization for posting whose membership includes substantial participation by women and minorities, including:

- Iowa Division of the Status of Women
- Iowa Division of the Status of African American (ICSAA)
- Native American Public
- Hispanic Education Resources
- Chinese Association of Iowa
- Iowa Asian Alliance
- Native American Journalist Association
- National Association of Hispanic Journalists
- Asian American Journalist Association

Names of Station Personnel involved in Initiative:

EEO/Business Coordinator, Auda Childs

KYOU

EEO PUBLIC FILE REPORT

October 1, 2016 to September 30, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 10/27/2016

Describe Nature of Initiative: NEMO Job Fair

Attended the NEMO Job Fair.

The event was held at The NEMO Fairgrounds in Kirksville Missouri.

Spoke to event patrons about KYOU and the career opportunities available within KYOU.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

The Station Representative Peter Seifert attended the event. The event started at 11:00 am to 4:00 pm. This event was sponsored by Kirksville Area Chamber of Commerce and the Missouri Employer Committee. The Job Fair consisted of a variety of different businesses including Radio Station KMEN FM, KRXL, Walgreens, Television KTVO and KYOU, Chariton Valley Association, McDonald's, DHL, Marines, Army National Guard, Missouri State Police, were a few of the businesses present. There was a large number of job seekers in attendance.

KYOU had a display table which highlighted several Full-Time job opportunities currently available at KYOU. KYOU Representative collected resumes and provided application to numerous people attending the event.

Names of Station Personnel involved in Initiative:

Peter Seifert
Marketing Director

SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Thursday, February 16, 2017

Describe Nature of Initiative: Southern Iowa Career Fair

Attended Southern Iowa Career Fair

Spoke to students about a career at KYOU and possibilities of internships in the future.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

The Station representative, Auda Childs attended the event from 10:00 am - 4:00 pm. This event was located at the Hellyer Student Life Center on the IHCC Main Campus. The event consisted of a large number of businesses including, Ottumwa Radio, KTVO Television, Cargill, Mahaska Health Partnership, Co-Line, Drake, Bellevue, Pella Corp, Monsanto, Smithfield, Agriland FS and Pella Hospital.

There were a large number of Indian Hills students in attendance. KYOU had a display table which highlighted several job opportunities currently available at KYOU for a Marketing Director and an Account Executive. Auda answered many question from students in regard to careers possibilities at KYOU.

Names of Station Personnel involved in Initiative:

Auda Childs
Business Office Coordinator

SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 3, 2017 - March 5, 2017

Describe Nature of Initiative: Southern Iowa Living EXPO

Participation in event sponsored by organizations representing groups present in the community interested in broadcast employment issues, including convention, career days, workshops and similar activities

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

This event was broadly advertised and attended by 1000's of local area residents. KYOU was located with a center stage booth at the main entrance of the Bridge View Center. KYOU's broadcast information and recruitment booth was visited by a number of local residents.

Names of Station Personnel involved in Initiative:

Mike Elrod, GM
Shawn June, Marketing Director
Doug Vander Hoek, Operations Manager
Auda Childs, EEO/Business Office Coordinator

SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 15 & 16, 2017

Describe Nature of Initiative: University of Missouri Recruiting

Attended the University of Missouri Recruiting Event

The event was held at The University of Missouri in Columbia Missouri

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

This event was a job fair for Raycom Media involving graduating journalists. The VP of News for Raycom Media was present along with several GM's and News Directors from regional TV stations. Representing KYOU was Pat Brink, News Director

Names of Station Personnel involved in Initiative:

Pat Brink
News Director

SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/20/2017

Describe Nature of Initiative: NEMO Job Fair

Attended The NEMO Job Fair.

The event was held at The NEMO Fairgrounds in Kirksville Missouri.

Spoke to event patrons about KYOU and the career opportunities available within KYOU.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

The Station Representative Auda Childs attended the event. The event started at 11:00 am to 4:00 pm. This event was sponsored by Kirksville Area Chamber of Commerce and the Missouri Employer Committee. The Job Fair consisted of a variety of different businesses including Radio Stations KMEM, KTUF and KRXL, Television- KYOU and KTVO, Kraft Heinz Company Marines, Army National Guard, Missouri State Police, McDonald's, Home Care of Mid-West Missouri, US Cellular, Hy-Vee, Smithfield, and Integrity Home Care & Hospice were a few of the businesses present. There was a large number of job seekers in attendance. KYOU had a display table which highlighted several Full-Time job opportunities currently available at KYOU. KYOU Representative collected resumes and provided application to numerous people attending the event.

Names of Station Personnel involved in Initiative:

Auda Childs
EEO/Business Office Coordinator