

**KYOU**  
**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>
Account Executive	1, 2	2
Creative Service Director	1, 2	1

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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	Gray TV Internal Website 4370 Peachtree Road, Atlanta, GA 30319	N	3
2	Indeed.com	N	1
3	Careerbuilder	N	1
4	Other – LinkedIn	N	1
	<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>		<b>4</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Provision of training to management	2/17/22 KYOU Business Manager attended a webinar for Gray Television presented by Wiley Rein, LLP for EEO Information.
2	Participation in Job Fairs	3/10/22 KCRG & KYOU participated in the Southern Iowa Career Fair at Indian Hills Community College, Main Campus, Hellyer Student Life Center, 525 Grandview Avenue, Ottumwa, IA 52501. Information on career opportunities for KCRG and KYOU were distributed to all that attended the fair.
3	Participation in events or programs sponsored by educational institutions.	3/22/22 – KYOU Local Sales Manager visited Evans Middle School, 812 Chester Ave., Ottumwa, IA and spoke to (3) 6 <sup>th</sup> grade classes about employment opportunities at KYOU-TV.
4	Participation in Job Fairs	4/27/22 KCRG & KYOU participated in the Mount Mercy University Spring Career Center. Information on career opportunities for KCRG and KYOU were distributed to all that attended the fair.
5	Provision of training to management	7/12/22 KCRG & KYOU Business Manager and Operations Manager participated in the Iowa Broadcasters Association FCC EEO Rules Webinar that was 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.

