

KCRG-TV
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 |
|-------------------------------------|--|-------------------------------|
| Newscast Producer | 1-2, 4, 8-9, 11-12, 17-18, 25-27, 29 | 8 |
| Newscast Producer | 1-2, 4, 8-9, 11-12, 17-18, 25-27, 29 | 4 |
| Technical Media Producer | 1, 5, 9-11, 17-18, 25, 29 | 5 |
| Technical Media Producer | 3, 9-11, 17-18, 25, 28-29 | 28 |
| Anchor/Producer | 8-9, 12, 17-18, 25-27, 29 | 9 |
| Assignment Manager | 4, 9, 12, 17-18, 25-27, 29 | 4 |
| Technical Media Producer | 3, 8-12, 17-18, 25, 29 | 8 |
| Account Executive | 3, 7-11, 18, 25, 29 | 11 |
| News Videographer | 3-4, 8-11, 18, 25 | 8 |
| News Videographer | 3-4, 8-11, 18, 25 | 11 |
| State Capitol Reporter | 3, 8-9, 24-25 | 8 |
| Account Executive | 3, 7-9, 11-12, 15, 17-18, 25-26, 28-29 | 7 |
| METEOROLOGIST (MORNING) | 3-4, 8-9, 11, 15, 17-18, 25, 29 | 4 |
| General Sales Manager | 3, 8-9, 11, 25, 29 | 9 |
| News Reporter/MMJ | 3, 7-9, 11-12, 15, 17-18, 25-27, 29 | 15 |
| News Anchor/Reporter (Weekend) | 3, 8-9, 11-12, 17-18, 25-29 | 28 |
| NEWSCAST PRODUCER - KCRG | 3, 8-14, 17-21, 25, 29 | 8 |
| LIFESTYLE HOST/PRODUCER - KCRG | 3, 7-14, 17-18, 20-23, 25, 29 | 7 |
| LIFESTYLE HOST/PRODUCER - KCRG | 3, 7-14, 17-18, 20-23, 25, 29 | 23 |
| LIFESTYLE HOST/PRODUCER - KCRG | 3, 7-14, 17-18, 20-23, 25, 29 | 22 |
| METEOROLOGIST (W/END) - KCRG | 3, 8-14, 16-18, 25-26, 29 | 8 |
| EXECUTIVE PRODUCER (MORNING) - KCRG | 3, 8-14, 17-18, 25, 29 | 8 |
| NEWS REPORTER/MMJ - KCRG | 3, 6, 8-14, 17-18, 25, 29 | 6 |

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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 | 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 | 3 |
| 4 | Current Employee | N | 5 |
| 5 | Current Employee - Transfer/Promotion | N | 1 |
| 6 | Did not indicate (Source Unknown) | N | 1 |
| 7 | Employee Referral | N | 7 |
| 8 | Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting | N | 16 |
| 9 | 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 : https://gray.tv/index.php?page=gray-tv-careers Shavonne Perry Manual Posting | N | 8 |
| 10 | Handshake for Universities - University of MO, Coe College, BYU, Drake University, MN State-Mankato 2601 Mission Street San Francisco, California Phone : none Url : https://app.joinhandshake.com/ none none Manual Posting | N | 0 |

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|------------------|--|--|---|
| 11 | Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting | N | 19 |
| 12 | Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein | N | 0 |
| 13 | Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting | N | 0 |
| 14 | Iowa State University 3810 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-2542 Job Listings Manual Posting | N | 0 |
| 15 | LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting | N | 4 |
| 16 | Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : mba@mbaweb.org Fax : 1-563-588-7371 Bobbi Martin | 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 Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting | N | 1 |
| 20 | National Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting | N | 0 |
| 21 | 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 |
| 22 | Non-Employee Referral | N | 1 |
| 23 | Other Source | N | 1 |
| 24 | Recruiter | N | 1 |
| 25 | TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway | Y | 1 |

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|--|--|--|---|
| 26 | 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 |
| 27 | University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen | N | 0 |
| 28 | Unknown (source not adequately identified upon inquiry by SEU) | N | 3 |
| 29 | 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 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 73 |

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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 | 10/26/2022 | Participation in events or programs sponsored by educational institutions | Meteorologist did a Q&A discussion with meteorology students at Iowa State University. | 1 | Meteorologist |
| 2 | 12/1/2022 | Participation in events or programs sponsored by educational institutions | The local Sales Manager and Community Outreach Coordinator, spoke to 3 Coe College foreign exchange students about jobs available at KCRG and how KCRG is involved in the community. | 2 | Local Sales Manager Community Outreach Coorrinator |
| 3 | 1/9/2023 | Participation in events or programs sponsored by educational institutions | Presentation of Marketing roles conducted by the Digital Sales/Marketing, Marketing Director and Community Outreach Coordinator, to a Marketing Class at West Branch High School. | 3 | Digital Sales/Marketing Manager Marketing Director Community Outreach Coordinator. |
| 4 | 1/12/2023 | Participation in events sponsored by organizations representing the community | Meteorologist visited First Lutheran Church to speak with the "Keenagers" group of retirees about weather and share information about KCRG. | 1 | Meteorologist |
| 5 | 1/26/2023 | Participation in Job Fairs | Virtual Career & Internship Showcase at Wartburg College on Thursday January 26 was attended by our KCRG News Director. There were mini 1:1 sessions scheduled with students interested in our open positions. | 1 | News Director |
| 6 | 2/13/2023 | Participation in Job Fairs | We participated in an online virtual job fair which lasted for 1 week. As positions were applied for, the people in "attendance" listed below would receive the applications and resumes of those who applied/attended the job fair across Iowa. | 3 | Business Manager News Director Community Outreach |
| 7 | 2/22/2023 | Participation in events or programs sponsored by educational institutions | KCRG Digital Sales Manager visited Linn Mar High school to discuss sales and marketing, specifically what is involved in these job fields and the open positions at KCRG. | 1 | Digital Sales Manager |
| 8 | 3/9/2023 | Participation in events or programs sponsored by educational institutions | KCRG Creative Producer attended the Indian Hills Job Fair to promote KCRG. | 1 | Creative Producer |

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| 9 | 3/23/2023 | Participation in events or programs sponsored by educational institutions | We provided an in person tour to Marion Independent High School with 4 students and 3 teachers. They toured the station and asked questions to a few reporters who were in the newsroom. | 2 | Community Outreach Marketing Director |
| 10 | 3/27/2023 | Participation in events sponsored by organizations representing the community | KCRG News Director met with the organization "Global Ties Iowa" and a Chinese delegation group who were visiting for a project called "New and Traditional American Media in the Digital Age." | 1 | News Director |
| 11 | 4/6/2023 | Participation in events or programs sponsored by educational institutions | In-person tour of the KCRG-TV9 newsroom, master control, and studios for Beckman Catholic High School. A group of students and 3 teachers visited the station to view a presentation about the different jobs offered, they had the ability to ask questions and learn more about careers in broadcasting while also seeing the new studio. | 2 | Community Outreach Marketing Director |
| 12 | 4/6/2023 | Participation in events or programs sponsored by educational institutions | The Weather Team participated in a community event for the Iowa City Community School District on April 6 from 6-8pm. The event centered around STEM experiments and was open to community members of all ages, to engage children in science. | 1 | Meteorologist |
| 13 | 4/11/2023 | Participation in events or programs sponsored by educational institutions | In-person tour of the KCRG-TV9 newsroom, master control, and studios for Pathway Christian High School. A group of 16 students and 3 teachers visited the station to view a presentation about the different jobs offered, they had the ability to ask questions and learn more about careers in broadcasting while also seeing the new studio. | 2 | Community Outreach Marketing Director |
| 14 | 4/20/2023 | Provision of training to management | KCRG Business Manager participated in EEO training - Webinar for Gray Television, LLC presented by Joan Stewart of Wiley Rein, LLP. | 1 | Business Manager |
| 15 | 4/25/2023 | Provision of training to management | KCRG Business Manager participated in a webinar for Gray Television for EEO Information. | 1 | Business Manager |

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| 16 | 5/27/2023 | Participation in events sponsored by organizations representing the community | The KCRG Weather Team displayed career information at the May 27th Weather Radio event. | 4 | Chief Meteorologist Meteorologist Meteorologist Meteorologist |
| 17 | 6/8/2023 | Participation in events sponsored by organizations representing the community | Meteorologist Jan Ryherd spoke to the Cedar Rapids Optimist Club about her role at KCRG and meteorology. | 1 | Meteorologist |
| 18 | 6/14/2023 | Participation in events sponsored by organizations representing the community | The KCRG First Alert Weather displayed career information while programming weather radios at the June 14th Kernels event. | 3 | Chief Meteorologist Meteorologist Meteorologist |
| 19 | 6/19/2023 | Participation in Job Fairs | KCRG participated in an online job fair "Job in a Bag" through IowaWORKS from June 19-21 in Fairfield, IA. | 2 | Local Sales Manager Community Outreach |
| 20 | 6/19/2023 | Participation in Job Fairs | KCRG participated in an online job fair "Job in a Bag" through IowaWORKS from June 19-21 in Oskaloosa, IA. | 2 | Local Sales Manager Community Outreach |
| 21 | 6/19/2023 | Participation in Job Fairs | KCRG participated in an online job fair "Job in a Bag" through IowaWORKS from June 19-21 in Centerville, IA. | 2 | Local Sales Manager Community Outreach |
| 22 | 6/19/2023 | Participation in Job Fairs | KCRG participated in an online job fair "Job in a Bag" through IowaWORKS from June 19-21 in Ottumwa, IA (location #2). | 2 | Local Sales Manager Community Outreach |
| 23 | 6/19/2023 | Participation in Job Fairs | KCRG participated in an online job fair "Job in a Bag" through IowaWORKS from June 19-21 in Ottumwa, IA (location #1). | 2 | Local Sales Manager Community Outreach |
| 24 | 6/19/2023 | Participation in Job Fairs | KCRG participated in an online job fair "Job in a Bag" through IowaWORKS from June 19-21 in Albia, IA. | 2 | Local Sales Manager Community Outreach |
| 25 | 6/23/2023 | Participation in events sponsored by organizations representing the community | Adam Carros met with the organization "Global Ties Iowa" and an international group for a project called the Edward R. Murrow Program for Journalists. | 1 | News Director |
| 26 | 7/12/2023 | Participation in events sponsored by organizations representing the community | The KCRG First Alert Weather team display career information at the Weather Radio educational booth at the Iowa City Hy-Vee. | 4 | Chief Meteorologist Meteorologist Meteorologist Meteorologist |

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| 27 | 7/13/2023 | Participation in events sponsored by organizations representing the community | The KCRG Weather Team participated in a STEM Day on July 13th, through Collins Aerospace. All members of the community were welcome to attend to learn more about science, math, meteorology, and more through educational booths. | 2 | Meteorologist Meteorologist |
| 28 | 8/2/2023 | Establishment of an intern program designed to assist members of the community | The KCRG Weather Team had a meteorologist intern over the summer from June to August, 2023. She is in her 2nd year of school at the Univ. of Iowa State, studying meteorology. Her last day at the station was August 2nd. She shadowed each member of the team, learned about the green screen, radio hits, reporting, and news coverage. | 4 | Chief Meteorologist Meteorologist Meteorologist Meteorologist |
| 29 | 8/5/2023 | Participation in events sponsored by organizations representing the community | KCRG's Sports Team displayed career information while promoting sporting events and their team at the August 5th Downtown Market. | 2 | Sports Reporter Assistant Sports Director |
| 30 | 9/1/2023 | Participation in events sponsored by organizations representing the community | Members of the Cedar Rapids Military Recruitment office visited the KCRG station today to learn more about broadcast, recruitment, and to take a tour of the station. | 3 | General Sales Manager Digital Sales Manager Community Outreach |