

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2010 - September 29, 2011

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
Marketing Specialist	2-3, 8-9, 19, 23-24, 26-27, 32-34, 36, 38-41, 47	27
Marketing Specialist	2-3, 8-9, 19, 23-24, 26-27, 32-34, 36, 38-41, 47	9
Sales Assistant	1-3, 6-7, 12-13, 25, 27, 32, 38-41, 47	41
Creative Services Producer	2-3, 5, 8, 13-16, 20, 22, 27, 31, 34, 38, 43, 46, 48	27
Webmaster/Multimedia Specialist	4, 8-9, 11, 14, 16-17, 19-21, 23, 27-30, 32, 34-35, 37, 39, 42, 46-47	9
General Assignment Reporter	2-3, 8-9, 18-19, 22-23, 25, 27, 31-32, 34-36, 38-40, 42, 44-49	42
General Manager	10	10

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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	American Institute of Business 2500 Fleur Drive Des Moines, Iowa Phone : 515-244-4221 Email : Fax : 1-515-288-4366 Carrie Blackburn	N	0
2	Briar Cliff College 3303 Rebecca Street Sioux City, Iowa 51104 Phone : 712-279-5200 Email : nancy.mcguire@briarcliff.edu Fax : 1-712-279-1632 Bonnie Schinn	Y	0
3	Buena Vista University 610 W. Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : careerservices@bvu.edu Fax : 1-712-749-2036 Brenda Dodge	Y	0
4	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6302 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
5	Cornell College 600 First Street West Mount Vernon, Iowa 52314 Phone : 319-895-4457 Email : career@cornellcollege.edu Fax : 1-319-895-5894 Laura Barrett	Y	0
6	Department of Veterans Affairs Camp Dodge Bldg. A6A Johnston, Iowa Phone : 515-242-5331 Email : Fax : 1-515-242-5559 Patrick Palmersheim	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
7	Division of Persons With Disabilities Lucas State Office Building Des Moines, Iowa 50319 Phone : 515-242-6334 Email : Fax : 1-515-242-6119 Jill Filitano	N	0
8	Dordt College 498 4th Ave. Northeast Sioux Center, Iowa 51250 Phone : 712-722-6072 Email : cdejong@dordt.edu Fax : 1-712-722-1198 Chris DeJong	N	0
9	Employee Referral	N	3
10	Exigent Circumstances	N	1
11	Goodwill Industries Rehabilitation Facilities 3100 W. 4th Street Sioux City, Iowa 51102 Phone : 712-258-4511 Email : Fax : 1-712-258-7832 Gary Hopp	Y	0
12	Hawkeye Community College 1502 E. Orange Rd Waterloo, Iowa Phone : 319-296-2320 Email : Fax : 1-319-296-1028 Ruben Carrion	N	0
13	In-house/Current Employee/Bulletin Board 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 712-277-3554 Email : vjacobs@kpth.com Fax : 1-712-255-3669 Vikki Jacobs	N	0

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14	Indian Hills Community College 626 Indian Hills Drive Building # 14 Ottumwa, Iowa 52501 Phone : 641 683-5215 Email : gkepner@ihcc.cc.ia.us Fax : Greg Kepner	N	0
15	Internal applicant	N	1
16	Iowa Lakes Community College 300 South 18th Street Estherville, Iowa 51334 Phone : 712-362-7914 Email : kcornwell@iowalakes.edu Fax : 1--- Kathryn Miller	Y	0
17	Iowa Lakes Community College-Estherville 300 South 18th St Estherville, Iowa 51334 Phone : 712-362-7926 Email : Fax : 1-712-362-5970 Linda Wiegman	N	0
18	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Email : Fax : 712-325-0346 Pam Quandt	N	0
19	Iowa State University 208 Carver Ames, Iowa 50011 Phone : 1-515-294-4841 Email : maryuh@iastate.edu Fax : 1-515-294-1303 Mary Ullestad-Heneke	Y	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
20	Iowa Wesleyan College 601 N. Main St Mt. Pleasant, Iowa 52641 Phone : 319-385-8021 Email : Fax : Manual posting Jeremy Reed	N	0
21	Iowa Western Community College 906 Sunnyside Ln. Atlantic, Iowa 50022 Phone : 712-243-5527 Email : jmarnin@iwcc.cc.ia.us Fax : Judy Marnin	N	0
22	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712-325-3390 Email : hirwin@iwcc.edu Fax : 1-712-388-6803 Hugh Irwin	Y	0
23	Iowa Workforce Development 300 W. Broadway, Ste #13 Council Bluffs, Iowa 51503 Phone : 712-242-2100 Email : randy.brookhart@iwd.state.ia.us Fax : 1-712-242-2155 Randy Brookhart	N	0
24	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515-281-9619 Email : iwd.customerservice@ivdstate.ia.us Fax : 1-515-281-9640 Erv Feh	Y	0
25	Iowa Workforce Development-SC 2508 East 4th Street Sioux City, Iowa 51106 Phone : 712-233-9030 Email : michaelHenrich@iwd.state.ia.us Fax : 1--- Michael Henrich	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
26	KMEG Website 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 7122773554 Email : vjacobs@kmeg.com Fax : 1-712-255-3669 Vikki Jacobs	N	0
27	KPTH Website 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 7122773554 Email : vjacobs@kpth.com Fax : 1-712-255-3669 Vikki Jacobs	N	7
28	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
29	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Email : Fax : 1-563-387-2158 Mark Peltz	Y	0
30	Media Line	N	0
31	Mitchell Technical Institute 821 N Capital Mitchell, South Dakota 57301 Phone : 605-995-3025 Email : greenwayj@mti.tec.sd.us Fax : Janet Greenway	Y	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
32	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5254 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	Y	0
33	NE Job Service 119 E. Norfolk Ave Suite 100 Norfolk, Nebraska 68701 Phone : 4023703430 Email : bmargart@dol.state.ne.us Fax : 1--- Jose Camarillo	N	0
34	Northwest Missouri State University Administration Building 130 800 University Drive Maryville, Missouri 64468-6001 Phone : Email : career@nwmissouri.edu Fax : 1--- career center Education dept	Y	0
35	Northwestern College 208 8th Street, SW Orange City, Iowa 51041 Phone : 712-707-7725 Email : cdc@nwcsiowa.edu Fax : 1-712-707-7404 Bill Minnick	Y	0
36	One Stop Career Center 1321 N Main Mitchell, South Dakota 57301 Phone : 605-995-8070 Email : jeanne.anderson@state.sd.us Fax : 1--- Jeanne Anderson	Y	0
37	Ottumwa Workforce Development Center 310 West Main Street Ottumwa, Iowa 52501 Phone : 641684-5401 Email : Region15.Web@iwd.state.ia.us Fax : 1-641-684-4351 John Doe	N	0

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38	Sioux City Human Resources Development City Hall, 2nd Floor PO Box 447 Sioux City, Iowa 51102 Phone : 712-279-6200 Email : pberg@sioux-city.org Fax : 1-712-279-6911 Tracia Berg	Y	0
39	South Dakota Broadcasters Association 106 West Capitol Pierre, South Dakota 57501 Phone : 605-224-1034 Email : marla@willardandassociates.com Fax : Marla Willard	Y	0
40	South Dakota Career Center 3113 Spruce Street Yankton, South Dakota 57078 Phone : 605-668-2900 Email : linda.hora@state.sd.us Fax : Linda Hora	Y	0
41	TV Ad Vikki Jacobs	N	8
42	TVJobs.com Jeff Raker	N	2
43	U of South Dakota 414 East Clark ANMC205 Vermillion, South Dakota 57069 Phone : 605-677-5477 Email : rchavez@usd.edu Fax : 1--- R. Chavez	N	0
44	University of Iowa School of Journalism E350D Adler Journalism Building University of iowa Iowa City, Iowa 52242 Phone : 319 335-1406 Email : paul-w-jensen@uiowa.edu Fax : 1--- Paul Jensen	N	0

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45	University of Northern Iowa SSC #19 Cedar Falls, Iowa Phone : 319-273-6857 Email : Fax : 1-319-273-6998 Sandra K Hoy	N	0
46	University of Sioux Falls 1101 W. 22nd St. Sioux Falls, South Dakota 57105 Phone : 605-331-6740 Email : billie.struefert@siouxfalls.edu Fax : 1-605-331-6736 Blake Bradfield	Y	0
47	University of South Dakota 414 E. Clark Vermillion, South Dakota 570692390 Phone : 605-677-5201 Email : cdc@usd.edu Fax : 1-605-677-6323 Ellen Dickey	Y	0
48	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8425 Email : Fax : 1-319-352-8365 Derek Solheim	Y	0
49	Western Iowa Tech College 4647 Stone Avenue Sioux City, Iowa 51106-1997 Phone : 800-352-4649 Email : bradleb@witcc.com Fax : 1-712-274-6412 Brenda Bradley	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/1/2010	Participation in job banks, internet programs and other programs designed to promote outreach	Posted jobs mainly for reporters and anchors in TVJobs.com and Medialine.com. These websites host the most applicants for these positions.	1	Business Manager	1.00
2	10/4/2010	Participation in events or programs sponsored by educational institutions	Educated Dakota Valley Middle School students about Meteorology and what education they will need. Lectured students on weather and severe weather preparations to two different science classes.	1	Meteorologist	0.25
3	1/5/2011	Establishment of an intern program designed to assist members of the community	KPTH offers an Internship Program to help college students acquire skills necessary to obtain employment in the broadcast industry. Students earn academic credit for their participation. A student from Missouri State University was a Meteorologist intern for three months. Intern learned how to produce forecast shows, learned sever weather coverage and the Greenwall forecast. He wrote a 2 page paper on his experience with our television station.	3	News Director Chief Meteorologist Meteorologist	1.00
4	1/18/2011	Participation in events or programs sponsored by educational institutions	Assisting High School class prepare for their Iowa High School Newscast competition. The station video taped the students newscast and gave direction and coaching. Assisted with the news and weather graphics. Produced a DVD copy and uploaded to an FTP website for their use in editing. This taught the students how to deal with deadlines and production.	4	News Director Newscast director Newscast Production Mgr Production Assistant	0.25
5	1/31/2011	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Using on-air vignettes we publicize Project Lead the Way which promotes pre-engineering courses for middle and high school students. Western Iowa Tech Community college offers programs and Beef Products started a mentoring program working with schools to offer students access to their headquarters to job shadow and intern.	1	Creative Service Director Salesperson	1.00

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6	3/25/2011	Establishment of training programs for station personnel	A detailed priority data base sales system that provides sales people the skills for potential promotion to a management position.	10	Saleperson Salesperson Salesperson Salesperson	1.00
7	4/6/2011	Provision of training to management	A meeting of all department managers was conducted on EEO hiring guidelines. Steve Scollard, the General Manager and Vikki Jacobs, the Human Resource Manager went through the FCC EEO hiring guidelines. This was to ensure that we are reaching out to many diverse groups of candidates for any of our positions. We discussed procedures for posting positions, interviewing and finally hiring an employee. I talked about the background checks that need to be done and results back to us before an employee can be hired. All managers understood the guidelines and have been trained on what to do.	9	General Manager General Sales Manager Business Manager News Director	1.00
8	4/18/2011	Sponsorship of events in the community designed to increase public awareness	Tour of station for Tiger Cub Scout troop from Crescent Park United Methodist Church, Sioux City, IA	1	News Director	0.50
9	4/20/2011	Sponsorship of events in the community designed to increase public awareness	A tour was given of our TV station to Ponca Elementary School 5th Grade Class	1	News Director	0.50
10	4/26/2011	Co Sponsoring Job Fair	Co sponsored a broadcast job fair. All television and radio stations were involved and Morningside College donated the classrooms. Staff manned a booth at broadcast job fair at Western Iowa Tech. College. Spoke to students about open positions as well as talked about career paths, opportunities and education needed for success in broadcasting. This event was promoted on the air.	2	News Director Chief Engineer	1.00
11	8/15/2011	Sponsorship of events in the community designed to increase public awareness	Chief Meteorologist spoke to the Noon Lion's Club Luncheon. He talked about his career in meteorology and weather in the broadcast field.	1	Chief Meteorologist	0.50

TOTAL POINTS OVER REPORTING PERIOD: 8.00