



## **EQUAL EMPLOYMENT OPPORTUNITY**

### **Notification of Job Vacancies**

**KTIV Television Inc., licensee of KTIV Television is an equal opportunity employer. KTIV Television provides notification of full-time job vacancies to organizations assisting job seekers. Any organization which would like to receive notification of job openings at our stations should contact us and request to be included on our employment opportunity notification list. Organizations can make such requests by mail to: KTIV, 3135 Floyd Blvd, Sioux City, IA 51108, fax (712) 239-2621, or e-mail [kclayton@ktiv.com](mailto:kclayton@ktiv.com). When making such requests please provide us with the name of the organization, the address, the phone number, the fax number, and the name of the contact representative to whom notifications should be sent.**

### **Full-Time Job Openings**

**See attached report**

### **Annual EEO Public File Report**

**See attached report**

**EEO PUBLIC FILE REPORT**

**A. Employment Unit Covered**

KTIV (TV)

**B. Reporting Period**

October 1, 2004 to September 23, 2005

**C. Full-Time Vacancies Filled During Reporting Period**

(1)	<b>Job Title:</b>	Producer	<b>Date Filled:</b>	3/14/05
(2)	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	3/27/05
(3)	<b>Job Title:</b>	Photographer	<b>Date Filled:</b>	3/14/05
(4)	<b>Job Title:</b>	Chief Photographer	<b>Date Filled:</b>	5/24/05
(5)	<b>Job Title:</b>	Weekend Anchor/Reporter	<b>Date Filled:</b>	6/26/05
(6)	<b>Job Title:</b>	Creative Services Producer	<b>Date Filled:</b>	8/1/05
(7)	<b>Job Title:</b>	Producer	<b>Date Filled:</b>	8/22/05
(8)	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	7/05/05
(9)	<b>Job Title:</b>	Assignment Editor	<b>Date Filled:</b>	9/14/05
(10)	<b>Job Title:</b>	Meteorologist/Reporter	<b>Date Filled:</b>	9/21/05

**D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

(Organizations entitled to notification identified by \*.)

**Note: For ALL Full-time vacancies, the same list of Recruitment Sources is used. The full time list is attached at the end of this report.**

**1. Job Title:** Producer **Date Filled:** 3/14/05

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Sister Station-KTTC				
Ktiv.com				
Former Empl				yes

**Total number of interviewees from all sources for this position: 4**

**2. Job Title: Account Executive****Date Filled: 3/27/05**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Internal				
TV Jobs website		www.tvjobs.com		
Former Empl				yes

**Total number of interviewees from all sources for this position: 10**

**3. Job Title: Photographer****Date Filled: 3/14/05**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
KTIV Employee				yes

**Total number of interviewees from all sources for this position: 1**

**4. Job Title: Chief Photographer****Date Filled: 7/19/2005**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
KTIV Employee				yes

**Total number of interviewees from all sources for this position: 1**

**5. Job Title: Weekend Anchor/Reproter****Date Filled: 6/26/05**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
<b>Ktiv employee</b>				<b>yes</b>
<b>TV Jobs website</b>		<b>www.tvjobs.com</b>		
<b>Empl Referral</b>				

**Total number of interviewees from all sources for this position: 4****6. Job Title: Creative Service Producer****Date Filled: 8/01/05**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
<b>SC Journal</b>	<b>Ad Dept</b>	<b>515 Pavonia, Sioux City IA 51104</b>		
<b>Ktiv.com</b>				
<b>TV Jobs website</b>		<b>www.tvjobs.com</b>		
<b>Empl Referral</b>				<b>yes</b>

**Total number of interviewees from all sources for this position: 12****7. Job Title: Producer****Date Filled: 8/22/05**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
<b>Ktiv.com</b>				<b>yes</b>

**Total number of interviewees from all sources for this position: 1**

**8. Job Title: Account Executive****Date Filled: 7/5/05**

<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone No.</b>	<b>Referred Person Hired?</b>
<b>Internal</b>				<b>yes</b>
<b>SC Journal</b>	<b>Ad Dept</b>	<b>515 Pavonia, Sioux City IA 51104</b>		

**Total number of interviewees from all sources for this position: 5****9. Job Title: Assignment Editor****Date Filled: 9/14/05**

<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone No.</b>	<b>Referred Person Hired?</b>
<b>Empl Referral</b>				<b>yes</b>
<b>Ktiv.com</b>				

**Total number of interviewees from all sources for this position: 5****10. Job Title: Meteorologist/Reporter****Date Filled: 9/21/05**

<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone No.</b>	<b>Referred Person Hired?</b>
<b>TV Jobs website</b>		<b>www.tvjobs.com</b>		
<b>Ktiv.com</b>				<b>yes</b>

**Total number of interviewees from all sources for this position: 6**

E. **Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period:** 49

F. **Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources**

Referral Source	Contact Person	Address	Phone No.	Number of Interviewees Referred
S.C.Journal	Ad Dept	515 Pavonia, Sioux City, IA		18
Employee/Internal				5
TV Jobs.com		www.tvjobs.com		10
Ktiv.com				10
Sister Station-KTTC				1
Employee Referral				5

G. **Outreach Activities Performed During the Reporting Period**

Initiative	Scope of Participation and Location	Station Staff Involved
10-12-04 Speaking Engagement	Speech about careers in Broadcasting/Meteorology to approx 180 students in LeMars, IA	Weather Director, Ron Demers
10-6-04 Career Day	Sponsored by Sioux City Community Schools at S.C.Convention Center. This career day is specially designed for minority and special needs students. Approx 200 students attended. KTIV had a booth to discuss potential careers in broadcasting	Station Manager, Dave Madsen

<b>2-16-05 Buena Vista University Career Fair</b>	KTIV had a booth to discuss potential broadcasting careers with students, approx 50 students at Buena Vista Univ in Storm Lake, Iowa.	Creative Services Manager, Dave Washburn
<b>News Department Internship</b>	See attached explanation of internship program	Internship supervised by News Director, Bridget Breen



3135 Floyd Boulevard  
Sioux City, Iowa 51108

Bridget Breen  
News Director

## **Internship At KTIV News Channel 4**

KTIV News Channel 4 is the NBC affiliate in Sioux City, Iowa. The News Department is accepting non-paid interns. Internships may be taken for college credit.

Interns will gain valuable experience in all aspects of television news, including: reporting, news writing, ENG photography and video tape editing.

The level of responsibility and hands-on duties will be determined by experience and performance.

### **Goals of the KTIV Intern Program**

1. To give the intern exposure to all areas of television news.
2. To give the intern hands-on experience in a television newsroom.
3. To generate a list of prospective employees.

### **Objectives of the KTIV Intern Program**

By the end of the internship:

1. Have completed all levels of instructions.
2. Be fully capable of working independently, knowing how to produce, shoot, write, edit and narrate television news packages.

### **Supervision**

1. Interns will follow all instructions given by KTIV employees.
2. Interns will not give instructions to each other.
3. Ultimate supervision of interns belongs to the News Director.
4. Day to day supervision will come from the Assignment Editor.

**Listed below are all Recruitment Sources used for ALL full-time job openings at KTIV (TV).**

American Indian Council Employment  
Scott Barta  
2508 4<sup>th</sup> Street  
Sioux City, Iowa 51101

Alcorn State University  
Dr. Schafigur Rahman  
1000 ASU Drive #269  
Lorman, MS 39096

Briar Cliff College  
Jan Ojinnaka  
3303 Rebecca Street  
Sioux City, Iowa 51104-2100

Syracuse University  
Bridget Lichtinger  
215 University Place  
Syracuse, NY 13244-2100

Brown Institute  
Rebecca Ewanga  
1440 Northland Drive  
Mendota Heights, MN 55120-1004

U of Iowa Bus.&Lib.Arts Place  
Rick Adrian  
24 Phillips Hall  
Iowa City 52242

Art Institute of Colorado  
Erika Oliver  
1200 Lincoln Street  
Denver, Colorado 80203

Univ of SD/Dept of Mass Comm.  
Dr. Bruce Smith  
414 East Clark  
Vermillion, SD 57069

Placement Director  
First National Development Inst.  
11917 Main Street  
Fredericks, VA 22408

Fort Valley State College  
Dr. John Omachonu  
1005 State Colelge Dr  
Ft. Valley, GA 31030-3298

Iowa Central Comm. College  
Sara Condon  
330 Avenue M  
Fort Dodge, Iowa 50501

Iowa Civil Rights Comm.  
Don Grove  
211 East Maple Street  
Des Moines, Iowa 50309

Wayne State College  
Coop Office  
Jason Barelman  
Wayne, NE 68787

Morningside College Job Place  
Renee Solberg  
1501 Morningside Avenue  
Sioux City, Iowa 51106

Morningside College  
Ross Fuglsang  
1501 Morningside Avenue  
Sioux City, Iowa 51106

Morningside College  
Julie Bamrick  
1501 Morningside Avenue  
Sioux City, Iowa 51106

Mt. Olive Baptist Church  
Rev. H.C. McGruder  
1522 Douglas  
Sioux City, Iowa 51105

Mt. Zion Baptist Church  
Rev. Floyd Brown  
1421 Geneva Street  
Sioux City, Iowa 51103

NAACP  
Flora Lee  
P.O. Box 82  
Sioux City, Iowa 51103

NE Workforce Development  
Kim Neesen  
105 East Norfolk Ave Ste.100  
Norfolk, NE 68701

Norfolk State University  
Ben Ellis Jr.  
700 Park Ave  
Norfolk, VA 23504

Northwestern College  
Jamey Durham  
101 7<sup>th</sup> Avenue SW  
Orange City, Iowa 51041

Northeast Community College  
Gerald Holmberg  
801 Benjamin Ave PO Box 469  
Norfolk, NE 68702-0469

NW Iowa Technical College  
Jana DeWaay  
Hwy. 18 West  
Sheldon, Iowa 51201

Office of Career Development  
Shaw University  
118 East South Street  
Raleigh, NC 27601

S.C. Human Rights Commission  
Karen Mackey  
PO Box 447  
Sioux City, Iowa 51102-0447

Speech Comm./Radio-TV  
Southwest State University  
Mike McHugh  
Marshall, MN 56258

Carol Martin  
Technical College  
1015 North Sixth Street  
Milwaukee WI 53203

Virginia Union University  
Joseph Lowe  
1500 N Lombardy Street  
Richmond, VA 23220

Wartburg College  
Dr. Jeff Stein Asst. Professor  
P.O. Box 1002  
Waverly, Iowa 50677-0903

Dept of Radio-TV  
Ken Keller  
Southern Illinois University  
Carbondale, IL 62901

James Kavanaugh  
IBEW Local 231  
5001 Harper Drive  
Sioux City, Iowa 51111

Sanford Community Center  
George Boykin  
1700 Center Street  
Sioux City, Iowa 51103

University of Nebraska Lincoln  
Rick Alloway  
206 Avery Hall  
Lincoln, NE 68588-0131

University of Nebraska Lincoln  
Jake Kirkland  
230 Nebraska Union  
Lincoln, NE 68588-0451

Wayne State College  
Jason Barelman  
Box 400  
Wayne, NE 68787

Placement Director  
Foundation of Minority Int. Media  
825 Seventh Ave. 4<sup>th</sup> Floor  
New York, NY 10019

Placement Director  
American Women in Radio & TV  
1595 Spring Hill Road Suite 330  
Vienna, VA 22182

Placement Director  
Five Point Media Center  
2900 Welton St., Ste 310  
Denver CO 80205

Placement Director  
The African-Am. Media Incubator  
2164 Wisconsin Avenue NW  
Washington DC 20007

Placement Director  
Hispanic Link News Service  
1420 N Street NW  
Washington DC 20005

FAX

To: RTNDA  
Fax: 202-223-4007  
KTIV Television  
Phone: 712-239-4100

To: NATPE Job Bank  
Fax: 310-453-5258  
KTIV Television  
Phone: 712-239-4100

To: Media Line  
Fax: 831-648-5204  
KTIV Television  
Phone: 712-239-4100

To: Robert Romana/TVB  
Fax: 212-935-5631  
From: KTIV Television  
Phone: 712-239-4100

TO: IBA  
Web Site Only  
From: KTIV Television  
Phone: 712-239-4100

To: Wm. Griencewill/IA Workforce Dev.  
Fax: 277-8438  
From: KTIV Television  
Phone: 712-239-4100

To: Kathy Miller/Iowa Lakes Comm. College  
FAX: 712-362-5970  
From: KTIV Television  
Phone: 712-239-4100

To: Cal Brinkerhoff/WIT  
Fax: 274-6412  
From: KTIV Television  
Phone: 712-239-4100

To: Drinna Reed/WIT  
Fax: 274-6412  
From: KTIV Television  
Phone: 712-239-4100

To: Renee Solberg/Morningside College  
Fax: 274-5101  
From: KTIV Television  
Phone: 712-239-4100

To: Jason Barelman/Wayne State College  
Fax: 402-375-7072  
From: KTIV Television  
Phone: 712-239-4100

To: Michael Hendel/BVU  
Fax: 712-749-2036  
From: KTIV Television  
Phone: 712-239-4100

To: Kim Nesen/NE Workforce Develop.  
Fax: 402-370-3435  
From: KTIV Television  
Phone: 712-23-4100

To: Am. Indian Services, Inc  
Fax: 605-334-8415  
From: KTIV Television  
Phone: 712-239-4100

To: Ben Ellis Jr./Norfolk State Univ.  
Fax: 757-823-2075  
From: KTIV Television  
Phone: 712-239-4100

To: Rick Adrian/University of Iowa  
Fax: 319-335-1029  
From: KTIV Television  
Phone: 712-239-4100

To: Jacquelynn Skotvold  
Fax: 605-677-4250  
From: KTIV Television  
Phone: 712-239-4100

To: Judith Dirks/Coe College  
Fax: 319-399-8503  
From: KTIV Television  
Phone: 712-239-4100

To: Jo Faber/Dordt College  
Fax: 712-722-6416  
From: KTIV Television  
Phone: 712-239-4100

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