

KTIV Television
EEO PUBLIC FILE REPORT
October 1, 2010 - September 30, 2011

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-5, 7-8, 11-16, 18-25, 28-29, 31-47, 49-71	16
Assistant News Director	1-2, 4-5, 7-8, 11-15, 18-25, 28-29, 31-47, 49-71	57
Account Executive	1-2, 4-5, 7-8, 11-15, 18-25, 27-29, 31-47, 49-71	27
Internet Director	1-5, 7-8, 11-15, 17-25, 28-29, 31-47, 49-71	17
Multimedia Producer	1-5, 7-8, 11-15, 18-26, 28-29, 31-47, 49-71	57
Account Executive	1-5, 7-8, 11-15, 18-26, 28-47, 49-71	26
Account Executive	1-5, 7-8, 11-15, 18-26, 28-47, 49-71	30
Director / MCO	1-5, 7-8, 11-15, 18-25, 28-29, 31-47, 49-71	57
Local Sales Manager	1-8, 11-15, 17-25, 28-29, 31-38, 40-47, 49-71	17
Multimedia Producer	1-5, 7-8, 11-15, 18-25, 28-29, 31-47, 49-71	28
Assistant Chief Engineer	1-5, 7-8, 10-15, 17-26, 28-29, 31-71	17
Account Executive	1-5, 7-8, 11-15, 18-25, 28-29, 31-47, 49-71	28
Master control operator	1-5, 7-9, 11-15, 18-26, 28-29, 31-34, 36-47, 49-71	28
Creative Services Producer	19, 28, 32, 52, 57	57

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Email : cwilliams@alcorn.edu Fax : Carla Williams	N	0
2	American Indian Council Employment 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9036 Email : aicsuzanne@yahoo.com Fax : Suzanne -	N	0
3	American Indian Services Inc 817 N Elmwood Avenue Sioux Falls, South Dakota 57104 Phone : 605-334-4069 Email : Fax : 1-605-334-8415 Lee Six Toes	N	0
4	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51103 Phone : 800-662-3303 Email : Fax : Manual posting Nancy McGuire	N	0
5	Brown College 1440 Northland Drive Mendota Heights, Minnesota Phone : 6515-905-3400 Email : kbaumeister@browncollege.edu Fax : Karol Baumeister	N	0
6	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : careerservices@bvu.edu Fax : Carol Lytle	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	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Fax : Pat Joachim Kitzman	N	0
8	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8000 Email : jdirks@coe.edu Fax : 1-319-399-8503 Judith Dirks	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Fax : 1--- Michael Bille	N	0
10	employee referral	N	1
11	Foundation for Minority Int. In Media 1299 Pennsylvania Avenue, 9th Floor Washington, District of Columbia 20004 Phone : Email : phylis.eagle-oldson@corporate.ge.com Fax : Phyls Eagle-Oldson	N	0
12	Grandview College 1200 Grandview Avenue Des Moines, Iowa 50316 Phone : 515-263-2800 Email : careers@gvc.edu Fax : Megan Hogan	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
13	Grinnell College 1127 Park Street Grinnell, Iowa Phone : Email : career@grinnell.edu Fax : Career Service	N	0
14	Hispanic Link News Service 1420 N Street NW #101 Washington, District of Columbia 20005 Phone : Email : Fax : Manual posting Placement Director	N	0
15	IBEW Local 231 5001 Harper Drive Sioux City, Iowa 51111 Phone : Email : Fax : Manual posting James Kavanaugh	N	0
16	Illinois Center for Broadcasting	N	1
17	Internal candidate	N	7
18	Iowa Broadcast News Association Iowa Phone : Email : jeff.stein@wartburg.edu Fax : 1--- Jeff Stein	N	0
19	Iowa Broadcasters website iowabroadcasters.com Iowa Phone : Email : Fax : Manual posting Career Service	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
20	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 800-362-2793 Email : condon_s@iowacentral.edu Fax : Sara Condon	N	0
21	Iowa Civil Rights Comm. 400 E 14th Street Des Moines, Iowa Phone : Email : Fax : Manual posting Don Grove	N	0
22	Iowa State University ecms.eng.iastate.edu/employers Iowa Phone : Email : Fax : Manual posting Career Service	N	0
23	Iowa Western Community College 2700 College Road, Box 4c Council Bluffs, Iowa 51502 Phone : 800-432-5852 Email : hirwin@iwcc.edu Fax : Hugh Irwin	N	0
24	Iowa Workforce Development 2508 4th Street Sioux City, Iowa Phone : 712-233-9030 Email : Region12.web@iwd.state.ia.us Fax : 1--- Teresa Book	N	0
25	Jacquelynn Skotvold Nebraska Phone : 712-239-4100 Email : Fax : 1-605-677-4250 Jacquelynn Skotvold	N	0
26	ktiv employee George Kmetty IV	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	KTIV on-air spot	N	3
28	KTIV website ktiv.com Iowa Phone : Email : Fax : Manual posting Career Service	N	25
29	KTTC 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5104 Email : ljacobs@kttc.com Fax : Lynn Jacobs	N	0
30	Local Agency rep Jan Swanson	N	1
31	Luther College 700 College Drivd Decorah, Iowa 52101 Phone : 563-387-1291 Email : career@luther.edu Fax : Mark Peltz	N	0
32	Medialine website medialine.com/jobs.htm Iowa Phone : Email : Fax : Manual posting Career Service	N	0
33	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5480 Email : madsend@morningside.edu Fax : Dave Madsen	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
34	Mt Zion Baptist Church 1421 Geneva Sioux City, Iowa 51103 Phone : 712-255-4623 Email : Fax : Manual posting Rev Floyd Brown	N	0
35	Mt. Olive Baptist Church 1522 Douglas Sioux City, Iowa 51105 Phone : Email : Fax : Manual posting Rev. H.C. McGruder	N	0
36	NAACP PO Box 82 Sioux City, Iowa 51103 Phone : Email : SCNAACP@gmail.com Fax : Flora Lee	N	0
37	Nebraska Workforce Development 105 E Norfolk Avenue, Suite 100 Norfolk, Nebraska 68701 Phone : 402-370-4400 Email : Darlus.mcwilliams@nebraska.gov Fax : 1--- Darlus McWilliams	N	0
38	New Jersey Herald Two Spring Street Newton, New Jersey Phone : 800-424-3725 Email : kdixon@njherald.com Fax : Karen Dixon	N	0
39	Norfolk State University 700 park Avenue, Suite A105 Norfolk, Virginia 23501 Phone : 757-823-8462 Email : careerservices@nsu.edu Fax : Ben Ellis	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
40	Northeast Community College 801 E Benjamin Avenue PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7235 Email : amy@northeast.edu Fax : 1--- Amy Koehler	N	0
41	Northwest Iowa Community College 603 West Park Street Sheldon, Iowa 51201 Phone : 712-324-5066x164 Email : klandis@nwicc.edu Fax : Kristie Landis	N	0
42	Northwestern College 101 7th Street SW Orange City, Iowa 51041 Phone : 712-707-7000 Email : bminnick@nwciowa.edu Fax : Bill Minnick	N	0
43	NW Missouri State 800 University Drive Maryville, Missouri Phone : 660-562-1250 Email : career@nwmissouri.edu Fax : Joan Schneider	N	0
44	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valeyview, Ohio Phone : 216-447-9117 Email : gary@beonair.com Fax : Gary James	N	0
45	Quincy Newspapers Inc 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : aborden@qni.biz Fax : 1--- Ashley Borden	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
46	Quincy Newspapers Inc 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : jhutmacher@qni.biz Fax : Julie Hutmacher	N	0
47	Sanford Community Center 1700 Center Sioux City, Iowa 51103 Phone : Email : Fax : Manual posting George Boykin	N	0
48	SBE website	N	2
49	Shaw University 118 E South Street Raleigh, North Carolina Phone : Email : jholley@shawu.edu Fax : Juanda Holley	N	0
50	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 800-362-2454 Email : careers@simpson.edu Fax : Jill Rossiter	N	0
51	Sioux City Community Rights Commission 405 6th Street, Room 410 PO Box 447 Sioux City, Iowa 51102 Phone : 712-279-6985 Email : kmackey@sioux-city.org Fax : Karen Mackey	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
52	Siouxland Careerlink website siouxland.careerlink.com Iowa Phone : Email : Fax : Manual posting Justin MacNair	N	1
53	Southern Illinois University Carbondale, Illinois 62901 Phone : 618-453-1040 Email : Fax : Manual posting Cindy Jenkins	N	0
54	Southwest State University 1501 State Street Marshall, Minnesota 56258 Phone : 507-537-6221 Email : Careers@SMSU.edu Fax : Sheila Risacher	N	0
55	St Cloud State University 720 4th Avenue South St Cloud, Minnesota 56301 Phone : 320-308-2151 Email : mlmills@stcloudstate.edu Fax : Mark Mills	N	0
56	St. Ambrose University 518 W Locust Street Davenport, Iowa 52803 Phone : 563-333-6339 Email : elliottangelap@sau.edu Fax : Angela Elliott	N	0
57	TV Jobs website tvjobs.com Iowa Phone : Email : Fax : Manual posting Career Service	N	22

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58	University of Iowa careers.uiowa.edu/employers/expo.html#post Iowa Phone : Email : Fax : Manual posting Career Service	N	0
59	University of Northern Iowa 102 Gilchrist Cedar Falls, Iowa Phone : 319-273-6857 Email : careercenter@uni.edu Fax : Robert Frederick	N	0
60	University of South Dakota 414 E Clark Street Vermillion, South Dakota 57069 Phone : 877-269-6837 Email : cdc@usd.edu Fax : Pat Hurley	N	0
61	Virginia Union University 1500 N Lombardy Street Richmond, Virginia 23220 Phone : 804-257-5656 Email : Fax : 1-804-257-5748 Penni Sweetenburg-Lee	N	0
62	WAOW/WYOW 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Fax : 1--- Kelly Fuller	N	0
63	Wartburg College PO Box 1003 Waverly, Iowa Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Fax : Derek Solheim	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
64	Wayne State College 111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7327 Email : coop@wsc.edu Fax : Jason Barelman	N	0
65	Western Iowa Tech 4546 Stone Avenue Sioux City, Iowa 51106 Phone : 712-274-6402 Email : BergenK@witcc.edu Fax : Kendra Bergenske	N	0
66	WGEM PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6600 Email : dvancil@wgem.com Fax : Donna Vancil	N	0
67	WKOW 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2794 Email : jmillier@wkowtv.com Fax : Jessica Miller	N	0
68	WREX PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : ttruesdale@wrex.com Fax : Trista Truesdale	N	0
69	WSJV PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5310 Email : hstewart@fox28.com Fax : Heather Stewart	N	0

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70	WVVA PO Box 1930 Bluefield, West Virginia 24701 Phone : 304-324-0652 Email : asluss@wvva.com Fax : 1--- Audrey Sluss	N	0
71	WXOW/WQOW PO Box C-4019 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : psletten@wxow.com Fax : Pam Sletten	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

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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	3/18/2011	Participation in events or programs sponsored by educational institutions	Spoke to Media Class at Northwest Community College	1	Anchor	0.25
2	4/6/2011	Participation in events or programs sponsored by educational institutions	Address Media Sales class at Morningside College	1	General Sales Manager	0.25
3	4/26/2011	Co Sponsoring Job Fair	Job Fair sponsored by the Broadcasting media in Sioux City -- included KTIV, KMEG-KPTH, KCAU TV stations and Powell and Clear Channel radio stations.	3	Administrative Assistant Production Supervisor General Sales Manager	1.00
4	4/28/2011	Participation in events or programs sponsored by educational institutions	Career fair at East Middle School	1	Anchor	0.25
5	5/9/2011	Participation in events or programs sponsored by educational institutions	Career fair at West High School in Sioux City	1	Anchor	0.25
6	9/20/2011	Participation in events or programs sponsored by educational institutions	Personal tour for a Morningside College Multi-media student interested in the production side of television. Tour was given to student and the Director of the Mass Comm department by Richard Kleinberg. Richard is a long time employee of KTIV and has held many positions in the production area.	1	Creative Services Producer	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.25