

Annual EEO Public File Report Form

KGAN/KFXA

Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KGAN/KFXA in Cedar Rapids, Iowa and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning 10/1/11 to 9/30/12 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-Time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 10/1/11 to 9/30/12

Station(s) Comprising Station Employment Unit: KGAN

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Assignment Manager(1)	Internal	4
2	Assistant Accounting Manager(1)	Jobfox.com	7
3	Chief Meteorologist(1)	TVjobs.com	2
4	Chief Photographer(1)	TVjobs.com	5
5	Copy Coordinator(1)	Internal	2
6	Commercial Production Producer(1)	Internal	3
7	Director(1)	Internal(Natural Promotion)	1
8	Director(1)	Referral	3
9	Director of Sales(1)	Internal	3
10	Local Sales Assistant /Copy Coordinator(1)	Internal(Natural Promotion)	2
11	Local Sales Assistant /Copy Coordinator(1)	Internal	1
12	Local Sales Assistant(1)	Corridorcareers.com	2
13	Local Sales Manager(1)	Referral	2
14	Master Control Operator(1)	Careerbuilder.com	2
15	Morning News Anchor(1)	Medialine.com	2
16	Multi Media Journalist(1)	Other: Agent	2
17	News Anchor – PM(1)	Referral	1
18	News Photographer(1)	Internal	3
19	Photographer(1)	Sbgi.net	3
20	Producer (2)	Internal(Natural Promotion)(2)	2
21	Producer/Editor(1)	Internal(Natural Promotion)	1

22	Producer/Editor(1)	Internal(Natural Promotion)	1
23	Production Assistant(1)	Internal(Natural Promotion)	1
24	Production Assistant(1)	Internal(Natural Promotion)	3
25	Production Assistant(2)	Internal(Natural Promotion)(2)	3
26	Reporter/Multi Media Journalist(1)	Referral	7
27	Research Assistant(1)	Indeed.com	3
28	Weekend Weather Anchor/Reporter(1)	KGAN.net	2

Total Number of Persons Interviewed During Applicable Period: 73.

		0	
B	Agent(Other)	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		1	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
C	Buena Vista University	0	Assignment Manager
	College Central Services	0	Assistant Accounting Manager
	www.collegecentral.com/bvu	0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM

		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
D	Civilian Jobs www.civilianjob.com 1825 Barrett Lakes Blvd Kennesaw, GA 30144 Act Rep: Don Johnson Effective 5/14/12	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
E	Clark College Jane Gassman 1550 Clarke Drive Dubuque, IA 52001 563-588-6321	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director

		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
F	Coe College Judi Dirks 1220-1 st Ave NE Cedar Rapids, IA 52402 319-399-8500	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)

		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
G	Collective Talent Michael Bille 26150 Hersheyvalley Franklin, MI 48025	0	Chief Meteorologist
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	Reporter/Multi Media Journalist
		0	Weekend Weather Anchor/Reporter
H	Cornell College Career Services 600 First Street West Mt. Vernon, IA 52314 319-985-4000	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
I	Drake University College of Business and Public Adm. School of Journalism and Mass Communications Annette Watson 2507 University Ave Des Moines, IA 50311 515-271-4715	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales

		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
J	Employee Referrals Tamara Coleman 319-730-3428	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		1	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		1	Local Sales Manager
		0	Master Control Operator
		1	Morning News Anchor
		0	Multi Media Journalist
		1	News Anchor-PM
		1	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		2	Reporter/Multi Media Journalist
		0	Research Assistant

		0	Weekend Weather Anchor/Reporter
K	Employer Partnership	0	Assignment Manager
	www.employerpartnership.org	0	Assistant Accounting Manager
		0	Chief Meteorologist
	2400 Army Pentagon	0	Chief Photographer
	Washington, DC 20310	0	Copy Coordinator
	Act.Rep: Crystal Arcilla	0	Commercial Production Producer
	Effective 5/14/12	0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
	0	Producer/Editor	
	0	Producer/Editor	
	0	Production Assistant	
	0	Production Assistant	
	0	Production Assistant(2)	
	0	Reporter/Multi Media Journalist	
	0	Research Assistant	
	0	Weekend Weather Anchor/Reporter	
L	HACAP	0	Assignment Manager
	Jean Murphy	0	Assistant Accounting Manager
	1515 Hawkeye Dr	0	Chief Meteorologist
	Hiawatha, IA 52233	0	Chief Photographer
	319-393-7811	0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM

		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
M	Hawkeye Community College Leah Clark 1501 East Orange Road Waterloo, IA 50704-8015 319-296-4295	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
N	Hispanic Link News Service Carlos Ericksen 1420 N St NW Washington, DC 20005	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director

		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
O	Internal Applicants Tamara Coleman 319-730-3428	1	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		3	Chief Photographer
		1	Copy Coordinator
		3	Commercial Production Producer
		1	Director
		2	Director
		1	Director of Sales
		2	Local Sales Asst/Copy Coordinator
		1	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		1	Multi Media Journalist
		0	News Anchor-PM
		2	News Photographer
		2	Photographer
		2	Producer(2)
		1	Producer/Editor
		1	Producer/Editor
		1	Production Assistant
		3	Production Assistant
		3	Production Assistant(2)

		1	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
P	Iowa Broadcasters Assoc. Sue Toma PO Box 71186 Des Moines, IA 50325 515-224-7237	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		1	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
Q	Iowa Wesleyan College Heidi Seegers 601 N. Main St Mt.Pleasant, IA 52641 319-385-6375	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor

		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
R	Iowa Workforce Dev.Center Carla Loverink 800 7 th St SE Cedar Rapids, IA 52401 319-365-9474	1	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
S	Jane Boyd Community House Joyce Rucker 943 14 th Ave SE Cedar Rapids, IA 52401	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator

		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
U	Kirkwood Community College Career Services Dept. 6301 Kirkwood Blvd Cedar Rapids, IA 52404 319-398-5517	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
V	Linkedin Corporate Solutions Danielle Anderson 2029 Stierlin Ct Mountain View, CA 94043 Effective 1/3/12	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager

		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
W	Madison Media Institute Bill Mallinson 2702 Agriculture Dr Madison, WI 53718 1-800-236-4997	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
X	Ms. Foundation for Women Wendall Snypes 12 Metro Tech Center	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist

		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
Z	NAACP-National Headquarters Nancy Bailey 4805 Mt. Hope Drive Baltimore, MD 21215 410-580-5111	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
AA	National Assoc. of Black Journalists 8701-A Adelphi Rd Adelphi, MD 20783 1-866-479-6225	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator

		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
BB	National Assoc. of Broadcasters 1771 North Street NW Washington, DC 20036 202-429-5300	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
CC	National Assoc. of Hispanic	0	Assignment Manager

		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
EE	National Hispanic Media Coalition Alejandra Valenzuela 55 S. Grand Ave Pasadena, CA 90007	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
FF	Norfolk State University Paula C.Briggs, PHD Assoc.Professor-Dept of Mass Communication & Journalism 700 Park Ave Norfolk, VA 23504 757-823-2384	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales

		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
GG	Options of Linn County Carter Baldwin 3750 Williams Blvd SW Suite 400 Cedar Rapids, IA 52404 319-892-5800	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant

		0	Weekend Weather Anchor/Reporter
HH	Professional Women's Network Shelly Woods 7321 Prairie Heights Dr SW Cedar Rapids, IA 52404 319-981-9887	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
0	Producer/Editor		
0	Producer/Editor		
0	Production Assistant		
0	Production Assistant		
0	Production Assistant(2)		
0	Reporter/Multi Media Journalist		
0	Research Assistant		
0	Weekend Weather Anchor/Reporter		
II	Purdue University Linden Petrin Assoc. Director for Career Development Center for Career Opportunities 100 S. Grant St West Lafayette, IN 47907	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM

		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
JJ	Sinclair Broadcast Group www.sbg.net Sharon Pickeral 10706 Beaver Dam Rd Cockeysville, MD 21030 410-568-1517	1	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		1	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		1	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		1	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		1	Reporter/Multi Media Journalist
		1	Research Assistant
		1	Weekend Weather Anchor/Reporter
KK	St. Ambrose College Heather Stocking 518 W. Locust Davenport, IA 52803 563-333-4339	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director

		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
LL	Station Website www.kgan.com www.kfxa.tv 600 Old Marion Rd NE Cedar Rapids, IA 52402 Tamara Coleman 319-730-3428	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)

		0	Reporter/Multi Media Journalist
		0	Research Assistant
		1	Weekend Weather Anchor/Reporter
MM	Talent Dynamics Christina Hedding 600 Las Colinas Blvd Suite 100 Irving, TX 75039	0	Commercial Production Producer
		0	News Photographer
		0	News Director
		0	Executive Producer
NN	The Art Institute of Ft. Lauderdale LuWin Sanchez Career Advisor 1799 17 th Street Ft. Lauderdale, Fl 33316 954-308-2615	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
OO	University of Dubuque Dept.of Student Life Sandy Steuer 2000 University Ave 2 nd Floor of Peters Commons, Room 209 Dubuque, IA 52001 careers@dbq.edu	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator

		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
PP	University of Northern Iowa Becky Meyer 102 Gilchrist Hall Cedar Falls, IA 50614-0384 319-273-2311	0	Assignment Manager
		0	Assistant Accounting Manager
		0	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter

		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist
		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
UU	www.medialine.com	0	Assignment Manager
		0	Assistant Accounting Manager
		1	Chief Meteorologist
		0	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		0	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		1	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
		0	Producer/Editor
		0	Producer/Editor
		0	Production Assistant
		0	Production Assistant
		0	Production Assistant(2)
		0	Reporter/Multi Media Journalist

		0	Research Assistant
		0	Weekend Weather Anchor/Reporter
VV	www.spotsndots.com	1	Local Sales Manager
W	www.tvjobs.com	0	Assignment Manager
W		0	Assistant Accounting Manager
		1	Chief Meteorologist
		1	Chief Photographer
		0	Copy Coordinator
		0	Commercial Production Producer
		0	Director
		0	Director
		1	Director of Sales
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Asst/Copy Coordinator
		0	Local Sales Assistant
		0	Local Sales Manager
		0	Master Control Operator
		0	Morning News Anchor
		0	Multi Media Journalist
		0	News Anchor-PM
		0	News Photographer
		0	Photographer
		0	Producer(2)
	0	Producer/Editor	
	0	Producer/Editor	
	0	Production Assistant	
	0	Production Assistant	
	0	Production Assistant(2)	
	2	Reporter/Multi Media Journalist	
	0	Research Assistant	
	0	Weekend Weather Anchor/Reporter	

* The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 10/1/11 to 9/30/12

Station(s) Comprising Station Employment Unit KGAN

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KGAN

INTERNSHIP PROGRAM

The Station Employment Unit KGAN has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer.
- Create symbiotic relationship between interns and Station Employment Unit KGAN.
- Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.

Eligibility Requirements:

- Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered.
- The applicant must be at least 18 years of age.
- The applicants must be in good academic standing as defined by his or her academic institution.
- The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is performed. Interns are not paid.

In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.

Any person interested in an internship should contact the station Employment Unit for more details.

Internship Program Review

From 10/1/11 to 9/30/12 KGAN's 4 interns were provided from the following colleges/high schools: University of Iowa, Iowa City, IA (3), Linn Mar High School, Marion, IA (1).

EDUCATIONAL EVENTS:

EDUCATIONAL EVENT

Date of Station Participation: 12/18/2011

Participating Employees: Robert Doss, Director; Jacob Holland, Production Assistant

Sponsor of Activity: Dubuque Senior High School, Dubuque, IA

Brief Description of Activity and Station Participation: "Tour and Speech Team Newscast." Hosted a group of high school students from the Dubuque Senior speech Team. They were doing a full newscast to enter in the State Speech Competition. Employees discussed various careers available in the broadcasting industry and students received practical experience in both news and production.

EDUCATIONAL EVENT

Date of Station Participation: 01/08/2012

Participating Employee: Tiffany O'Donnell, Anchor; Robert Doss, Director; Kyle Goodwin, Director & Jeff Richey, Production Assistant

Sponsor of Activity: Cedar Rapids Washington High School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: Hosted a group of high school students from the Washington High School Speech Team. They were doing a full newscast to enter in the State Speech Competition. While students were here, along with getting practical experience in both news and production, employees discussed the various careers available in the broadcasting industry.

EDUCATIONAL EVENT

Date of Station Participation: 03/29/2012

Participating Employee: Britt Nielsen, Promotions Coordinator

Sponsor of Activity: Eighth Graders, Prairie Middle School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: “Station Tour” of the newsroom, studio, control room, and master control for a group of eighth graders for a career connections class.

EDUCATIONAL EVENT

Date of Station Participation: May 22, 2012

Participating Employee: Josh Scheinblum, Reporter; Justin Roberts, Meteorologist & Drew Ambil Photographer

Sponsor of Activity: Linn Mar School, Marion Community School District, Marion, IA

Brief Description of Activity and Station Participation: Students learned about different careers that use vehicles to do their job. Employees showed them the live truck and the “Road Warrior” and explained how KGAN uses them in the news.

COMMUNITY EVENTS

COMMUNITY EVENT

Date of Station Participation: 03/5/2012

Participating Employee: Britt Nielsen, Promotions Coordinator

Sponsor of Activity: Cub Scouts, Cedar Rapids, IA

Brief Description of Activity and Station Participation: Gave the Cub Scout group a “Station Tour” to earn their communication badge. The tour consisted of the newsroom, studio, control room, and master control.

COMMUNITY EVENT

Date of Station Participation: 03/12/2012

Participating Employee: Britt Nielsen, Promotions Coordinator

Sponsor of Activity: Cub Scouts, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour" of the newsroom and the studio their communication badge. They were shown the newsroom, studio, control room, and master control.

COMMUNITY EVENT

Date of Station Participation: 03/15/2012

Participating Employee: Britt Nielsen, Promotions Coordinator

Sponsor of Activity: Cub Scouts, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour" of the newsroom, studio, control room, and master control for their communication badge.

COMMUNITY EVENT

Date of Station Participation: 03/22/2012

Participating Employee: Britt Nielsen, Promotions Coordinator

Sponsor of Activity: Scouts, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour" of the newsroom and the studio for 12 scouts earning their communication badge. The tour consisted of the newsroom, studio, control room, and master control.

COMMUNITY EVENT

Date of Station Participation: 03/26/2012

Participating Employee: Britt Nielsen, Promotions Coordinator

Sponsor of Activity: Tanager Place, Cedar Rapids, IA

Brief Description of Activity and Station Participation: “Station Tour” to a few children from Tanager Place. The children were doing a workplace learning activity.

JOB FAIRS:

Date of Station Participation: June 21 – 23, 2012

Participating Employees: Sharon Pickeral – Corporate Employment Manager and Stan Heist – News Talent Manager

Sponsor of Activity: NABJ

Brief Description of Activity and Station Participation: Sharon and Stan attended the NABJ Career expo to recruit candidates’ companywide for News positions. They saw over 100 candidates and sent resumes and demo reels to stations with openings.

Training

SBG, Inc. is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company’s policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.

Newly hired Managers and Supervisors also took web-based training courses titled “Sinclair/ /Broadcast Group Code of Business Conduct and Ethics”, “Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition” and “Preventing Sexual Harassment: Managers Edition” within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled “Recognizing and Preventing Sexual Harassment: Essentials” and “Sinclair Broadcast Group Code of Business Conduct and Ethics” also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.