

KFXA, KGAN
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
Account Executive	5-7, 9-11, 13-14, 18-19, 21-23, 25, 29, 32, 34-37, 42, 44-48	5
Account Executive	5-7, 9-11, 13-14, 18-19, 21-23, 25, 29, 32, 34-37, 42, 44-48	5
Account Executive	5-7, 9-11, 13-14, 18-19, 21-23, 25, 29, 32, 34-37, 42, 44-48	18
Account Executive	5-7, 9-11, 13-14, 18-19, 21-23, 25, 29, 32, 34-37, 42, 44-48	45
Account Executive	5-7, 9-11, 13-14, 18-19, 21-23, 25, 29, 32, 34-37, 42, 44-48	23
Multi Media Journalist	1, 4-10, 13-17, 21-22, 24-41, 43-44, 46- 48	36
News Producer	20, 24, 39	20
General Manager	12	12
News Producer	4-10, 13-17, 21-22, 24-35, 37-44, 46-48	42
Accounting Manager	4-5, 24, 30, 36, 38-39, 41-42	36
Technical Director	20, 24, 39	20
Morning News Anchor	2, 5, 24, 39, 42	42
Photographer	4-5, 15, 19, 24, 30, 38-39	19
News Producer	5, 11, 19, 39, 42	42
News Producer	5, 11, 19, 39, 42	11
Production Assistant	20, 24, 39	20
Research Assistant	4-7, 9-10, 13-15, 21-22, 24-26, 29-35, 37-38, 41-42, 44, 46-48	42
News Photographer	4-7, 9-10, 13-15, 18, 21-22, 24-26, 29- 35, 37-39, 41, 44, 46-49	18
Producer	20, 24, 39	20
Assistant Business Manager	4-7, 9-10, 13-15, 18-19, 21-26, 29-35, 37-39, 41, 44, 46-49	18
Digital Sales Manager	3-7, 9-10, 13-15, 21-22, 24-26, 29-35, 37-39, 41, 44, 46-49	3
News Photographer	4-7, 9-11, 13-15, 18-19, 21-22, 24-26, 29-35, 37-39, 41, 44, 46-49	18
Chief Meteorologist	12	12

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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	African American Historical Museum and Cultural Center of Iowa 55 12th Ave. SE Cedar Rapids, Iowa 52406 Phone : 319-862-2101 Url : http://www.blackiowa.org Email : kgfsmith@blackiowa.org Katheryn Smith	N	0
2	Agency Referral Nancy Treskow	N	1
3	Application already on file	N	1
4	Buena Vista University 610 W 4th Street Storm Lake 2975 Storm Lake, Iowa 50588 Phone : 712-749-2440 Url : http://www.bvu.edu Email : careerservices@bv.edu Fax : 1-712-749-2036 Emily Gallagher	N	0
5	Career Builder 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	3
6	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Url : http://www.clarke.edu Email : careerservices@clarke.edu Jane Gassman	N	0
7	Coe College 1220 1st Ave. NE Cedar Rapids, Iowa 52402 Phone : 319-399-8500 Url : http://www.coe.edu Email : o-career@coe.edu Judi Dirks	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
8	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Cornell College 600 First Street West Mount Vernon, Iowa 52314 Phone : 319-985-4000 Url : http://www.cornellcollege.edu Email : career@cornellcollege.edu Jayne Swanson	N	0
10	Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-4715 Url : http://www.drake.edu Email : annette.watson@drake.edu Annette Watson	N	0
11	Employee Referral Kevin Glueck	N	3
12	Exigent Circumstances	N	2
13	Four Oaks 943 14 Ave. SE Cedar Rapids, Iowa 52401 Phone : 319-366-0431 Url : http://www.fouroaks.org Email : info@fouroaks.org Joyce Rucker	N	0
14	HACAP 1515 Hawkeye Drive Hiawatha, Iowa 52233 Phone : 319-393-7811 Url : http://www.hacap.org Email : jmurphy@hacap.org Jean Murphy	N	0

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15	Hawkeye Community College 1501 East Orange Rd Waterloo, Iowa Phone : 319-296-4295 Url : http://www.hawkeyecollege.edu Email : careerservices@hawkeyecollege.edu Career Services	N	0
16	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Phone : 877-450-4473 Url : http://www.h2h.jobs Crystal Arcilla Manual Posting	N	0
17	Hispanic Link News Service 1420 N. St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclink.org Email : charlie@hispaniclink.org Charlie Ericksen	N	0
18	Indeed.com	N	6
19	Internal Candidate	N	6
20	Internal Hire	N	4
21	Iowa Wesleyan College 601 N. Main St. Mount Pleasant, Iowa 52641 Phone : 319-385-6375 Url : http://www.iwc.edu Email : hseegers@iwc.edu Heidi Seegers	N	0
22	Ithaca College Park School of Communications 953 Canby Rd Ithaca, New York 14850 Email : Eloise@ithaca.edu Eloise Green	Y	0
23	Job Board careerbuilder	N	2

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24	KGAN 600 Old Marion Rd NE Cedar Rapids, Iowa 52402 Phone : 319-730-3428 Url : http://www.cbs2iowa.com Email : tabagwell@sbgvtv.com Terri Hoffer	N	0
25	Kirkwood Community College 6301 Kirkwood Blvd SW Cedar Rapids, Iowa 52404 Phone : 319-398-5517 Url : http://www.kirkwood.edu Email : careerservices@kirkwood.edu Barb Mills	N	0
26	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	0
27	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Url : http://www.madisonmedia.com Email : lmael@mediainstitute.edu Laura Mael	N	0
28	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
29	MS Foundation for Women 12 Metro Tech Center 26th Floor Brooklyn, New York 11201 Phone : 212-742-2300 Url : http://www.ms.foundation.org Email : info@ms.foundation.org Beatrice Abreu	N	0

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30	Mt. Mercy College 1330 Elmhurst Dr. NE Cedar Rapids, Iowa 52402 Phone : 319-363-8213 Url : http://www.mtmercy.edu Cheryl Redd Manual Posting	N	0
31	NAACP - Quad Cities PO Box 3661 Davenport, Iowa 52808 Phone : 555--5555 Url : http://www.davenportnaacp.org Email : VACOMPTON@netzero.net Vernell Compton	N	0
32	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org Email : sberry@nabj.org Scott Berry	N	0
33	National Black MBA Association 180 N. Michigan Ave. Suite 1515 Chicago, Illinois 60601 Phone : 312-236-2622 Url : http://www.nbmbaa.org Danielle Danford	N	0
34	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenzuela	N	0
35	Norfolk State University 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : pbriggs@nsu.edu Paula Briggs	N	0
36	Other Source Becky Gardner called her	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Professional Women's Network 7321 Prairie Heights Dr. SW Cedar Rapids, Iowa 52404 Phone : 319-981-9887 Url : http://www.pwn.org Email : pwn@pwn.org Shelly Woods	N	0
38	Purdue University 100 S. Grant St West Lafayette, Indiana 47907 Phone : 765-494-3663 Url : http://www.purdue.edu Linden Petrin Manual Posting	N	0
39	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbg.net Email : employment@sbg.com Sharon Pickeral	N	0
40	Spotsndots 1635 Old Highway 41 N Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com Emily McKay Manual Posting	N	0
41	St. Ambrose College 518 W. Locust Davenport, Iowa 52803 Phone : 563-333-6339 Url : http://www.sau.edu Heather Stocking Manual Posting	N	0
42	Station Website	N	7

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43	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Phone : 214-640-9590 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
44	The Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : 954-308-2615 Url : http://www.aii.edu Email : lsanchez@aii.edu LuWin Sanchez	N	0
45	TV advertisement	N	1
46	tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
47	University of Dubuque, Department of Student Life 2000 University Ave 2nd Floor of Peters Commons, Room 209 Dubuque, Iowa 52001 Phone : 563-589-3270 Url : http://www.dbq.edu Email : career@dbq.edu Sandy Steuer	N	0
48	University of Northern Iowa 102 Gilchrist Hall Cedar Falls, Iowa 50614 Phone : 319-273-2311 Url : http://www.uni.edu Email : careerservices@uni.edu Becky Meyer	N	0
49	US Army Wounded Warrior Program AW2 Advocate 200 Stovall Street, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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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	10/9/2013	Participation in events sponsored by community groups	Station Tour - Rachael gave station tour to 2 cub scouts and 1 girl scout and two adults. Toured master control, news and studio.	1	Promotion Coordinator	0.25
2	11/19/2013	Participation in events sponsored by community groups	Station Tour - Rachael gave station tour to 20 boy scouts, 1st grade. Toured master control, news and studio.	1	Promotion Coordinator	0.25
3	1/9/2014	Participation in events sponsored by community groups	Station Tour - Rachael gave station tour to 11 boy scouts, 1st grade. Toured master control, news and studio.	1	Promotion Coordinator	0.25
4	1/23/2014	Participation in events sponsored by community groups	Station Tour - Rachael and David gave station tour to 17 boy scouts, ages 10. Toured master control, newsroom, and studio.	2	Promotion Coordinator Promotion Manager	0.25
5	1/28/2014	Participation in events sponsored by community groups	Station Tour - Rachael gave station tour to 13 boy scouts, ages 7-10. Toured master control, newsroom, and studio.	1	Promotion Coordinator	0.25
6	1/30/2014	Participation in events sponsored by community groups	Station Tour - Rachael gave station tour to 7 boy scouts and parents. Toured master control, newsroom, and studio.	1	Promotion Coordinator	0.25
7	2/19/2014	Participation in events or programs sponsored by educational institutions	Loras College - Greg spoke to a class of Juniors/Seniors regarding programming of a television station and general operations: Topics included: Network affiliations Syndicated program agreements Balancing local programming and network programming Current challenges of local broadcasters	1	Programming Manager	0.25
8	2/24/2014	Participation in events sponsored by community groups	Station Tour - Rachael gave station tour to 10 boy scouts. Toured master control, newsroom, and studio.	1	Promotion Coordinator	0.25
9	3/16/2014	Participation in events sponsored by community groups	Cub Scout Pack 216 tour of station from North Liberty IA - Provided a station tour to 50 cub scouts, families. Had news anchor, sports director and chief meteorologist speak to the group. answered questions about technology as well as opportunities at the station now and in the future.	3	News Director Chief Meteorologist News Anchor	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	3/25/2014	Participation in events or programs sponsored by educational institutions	North Fayette Valley School - Justin visited 6th grade class to discuss different careers in television and focused on severe weather safety as the students get ready to wrap the 2014 school year and how to safely spend more time outdoors.	1	Meteorologist	0.25
11	3/27/2014	Participation in events or programs sponsored by educational institutions	Station Tour - Rachael and Greg gave two separate tours, each holding 26 students from North Linn High.	2	Promotion Coordinator Programming Manager	0.25
12	4/2/2014	Participation in events or programs sponsored by educational institutions	A chance to meet the best and brightest School of Journalism & Mass Communication students at the University of Iowa, make connections and share insights. Connect with students of various SJMC career disciplines. Chance to hand out business cards and offer up opportunities to apply for positions at our station.	1	News Director	0.25
13	4/15/2014	Participation in events sponsored by community groups	Station Tour by Rachael Faust - gave tour to 11 girl scouts. Toured newsroom, master control and the news studio.	1	Promotion Coordinator	0.25
14	5/3/2014	Participation in events or programs sponsored by educational institutions	IBNA Convention - Student Session. A session during the IBNA conference for students to hear from news managers as well as have us critique their work. Met with about 40 students and offered up critiques to at least five. Handed out business cards and encouraged people to apply for open positions at the station.	1	News Director	0.25
15	7/26/2014	Participation in events or programs sponsored by educational institutions	Meteorologist Justin Roberts spoke at Kirkwood Community College's Summer Weather School (Camp 2-day workshop) teaching on severe weather safety tips. He also discussed with the students the types of storms and how storms develop.	40	Meteorologist	0.25
16	7/27/2014	Participation in events or programs sponsored by educational institutions	Meteorologist Justin Roberts spoke at CR Summer School (Coolidge Elementary School) about severe weather safety tips to a group of students (20).	20	Meteorologist	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
17	8/2/2014	Participation in Job Fairs	<p>Participants: Sharon Pickeral – Corporate Employment Manager, Stan Heist – News Talent Manager, Blaise Labbe, News Director for WOAI as well as several News employees who were in attendance.</p> <p>Sharon, Stan and Blaise represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Boston, MA; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	6		0.25
18	8/8/2014	Participation in Job Fairs	<p>Participants: Sharon Pickeral – Corporate Employment Manager, Stan Heist – News Talent Manager and several News employees who were in attendance.</p> <p>Sharon and Stan represented ALL news stations for Sinclair at the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	5		0.25

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19	8/15/2014	Participation in Job Fairs	Participants: Sharon Pickeral – Corporate Employment Manager, Stan Heist – News Talent Manager and a reporter from Reno, NV. Sharon and Stan represented ALL news stations for Sinclair at the career expo at the Asian American Journalist Association convention in Washington, DC; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3		0.25
TOTAL POINTS OVER REPORTING PERIOD:						4.75