

KGAN
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
Meteorologist	1, 3-4, 7-11, 13, 15, 17-18, 21-23, 25, 27, 30-40, 42-44, 46-47, 49-56, 58-63	13
Sales/Marketing Coordinator	1, 3-4, 7-8, 10, 15, 17-18, 21-23, 25-27, 30-39, 42-47, 49-54, 56-63	25
Multimedia Journalist	1-4, 6-10, 15, 17-19, 21-23, 25-26, 28-31, 33-47, 49-63	59
Multimedia Journalist	1-4, 6-10, 15, 17-19, 21-23, 25-26, 28-31, 33-47, 49-63	26
Business Manager	1, 3-4, 6-8, 10, 15, 17-18, 20-23, 25, 27-39, 41-47, 49-54, 56-64	25
News Producer	1-10, 15, 17-18, 21-25, 27, 29-47, 49-64	61
Digital Sales Manager	1, 3-4, 7-8, 10, 15, 17-18, 21-25, 27, 30-39, 42-47, 49-54, 56-64	37
Marketing Consultant	1, 3-4, 7-8, 10, 15, 17-18, 21-25, 27, 30-39, 42-54, 56-64	37
Marketing Consultant	1, 3-4, 7-8, 10, 15, 17-18, 21-25, 27, 30-39, 42-54, 56-64	25
Digital Multimedia Journalist	1, 3-4, 7-10, 14-18, 21-25, 30-40, 42-47, 49-64	14
Master Control Operator	1, 3-4, 7-8, 10, 12, 15, 17-18, 21-25, 30-31, 33-39, 42-47, 49-54, 56-64	35
News Producer	1, 3-4, 7-10, 15, 17-18, 21-25, 30-40, 42-47, 49-64	61
News Producer	1, 3-4, 7-10, 15, 17-18, 21-25, 30-40, 42-47, 49-64	37
News Photographer	1, 3-4, 7-10, 12, 14-15, 17-18, 21-25, 30-40, 42, 44-47, 49-64	14

KGAN

EEO PUBLIC FILE REPORT

October 1, 2017 - September 30, 2018

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	Arizona State University 555. N. Central Avenue Suite 302 Phoenix , Arizona 85004 Phone : 602-527-0820 Email : mike.wong@asu.edu Michael Wong	Y	0
2	Buena Vista College 610 West Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2441 Email : mba@mbaweb.org Fax : 1-712-749-2036 Carol Lytle	N	0
3	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
4	Careerbuilder 1101 15th St, NW Washington, District of Columbia Phone : 000-000-0000 Url : www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
5	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
6	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0

KGAN

EEO PUBLIC FILE REPORT

October 1, 2017 - September 30, 2018

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
7	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
8	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
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Cornell College 600 First Street West Mount Vernon, Iowa 52314 Phone : 319-985-4000 Url : http://www.cornellcollege.edu Email : career@cornellcollege.edu Dawn Pitts	N	0
11	Corporate Recruiter	N	1
12	Current Employee	N	3
13	Current Employee - Transfer/Promotion	N	1
14	Current Employee/Internal Promotion	N	2
15	Drake University 2507 University Ave Des Moines, Iowa 50311 Email : sbgresumes@sbgvtv.com Career Center	N	0
16	Employee Referral	N	1

KGAN
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
17	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
18	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
19	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0
20	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Email : mba@mbaweb.org Fax : 1-515-263-2824 Jim Auther	N	0
21	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
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0

KGAN
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
23	Hispanic Link News Service 1420 N. St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclink.org Email : nahjdc@gmail.com Charlie Ericksen	N	0
24	Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
25	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	12
26	Internet Ad-not directly contacted by SEU	N	2
27	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7234 Url : http://www.iowabroadcasters.com Fax : 1-515-224-6560 Sue Toma	N	0
28	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0
29	Iowa State University College of Liberal Arts and Sciences 223 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Email : taren@iastate.edu Taren Crow	N	0

KGAN
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
30	Iowa State University 202 Catt Hall Ames, Iowa 50011 Email : sbgresumes@sbgstv.com Career Services	N	0
31	Iowa Wesleyan College 601 N. Main St. Mount Pleasant, Iowa 52641 Phone : 319-385-6209 Url : http://www.iwc.edu Email : kathy.moothart@iw.edu Kathy Moothart	N	0
32	Iowa Workforce Development(Iowa Works) 4444 1st Ave NE Cedar Rapids, Iowa 52402 Phone : 319-356-9474 Url : http://www.iowaworkforce.org Fax : 1-319-365-9270 Carla Loverlink	N	0
33	Ithaca College Park School of Communications 953 Canby Rd Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
34	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
35	KGAN 600 Old Marion Rd NE Cedar Rapids, Iowa 52402 Phone : 319-730-3428 Url : http://www.cbs2iowa.com Email : wrfowler@sbgstv.com Wendy Fowler	N	1

KGAN

EEO PUBLIC FILE REPORT

October 1, 2017 - September 30, 2018

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
36	Kirkwood Community College 6301 Kirkwood Blvd SW Cedar Rapids, Iowa 52404 Phone : 319-398-5689 Url : http://www.kirkwood.edu Deb Baugh Manual Posting	N	0
37	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Laura Rehn	N	6
38	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Url : http://www.madisonmedia.com Email : Sarray@mediainstitute.edu Susan Kreiser-Array	N	0
39	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
40	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
41	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	N	0

KGAN

EEO PUBLIC FILE REPORT

October 1, 2017 - September 30, 2018

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
42	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
43	Mt. Mercy University 1330 Elmhurst Dr. NE Cedar Rapids, Iowa 52402 Phone : 319-363-8213 Url : http://www.mtmercy.edu Cheryl Redd Manual Posting	N	0
44	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
45	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org Email : info@nabjcareers.org Lisa Waldschmitt	N	1
46	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

KGAN
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
47	Norfolk State University 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : pcbriggs@nsu.edu Paula Briggs	N	0
48	Previous Applicant	N	1
49	Professional Women's Network 7321 Prairie HeightsDr. SW Cedar Rapids, Iowa 52404 Phone : 319-981-9887 Url : http://www.pwn.org Email : pwn@pwn.org Shelly Woods	N	0
50	Purdue University 100 S. Grant St West Lafayette, Indiana 47907 Phone : 765-494-3663 Url : http://www.purdue.edu Email : sbgresumes@sbgstv.com Broadbean Source Linden Petrin	N	0
51	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
52	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

KGAN

EEO PUBLIC FILE REPORT

October 1, 2017 - September 30, 2018

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
53	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	1
54	St. Ambrose College 518 W. Locust Davenport, Iowa 52803 Phone : 563-333-6339 Url : http://www.sau.edu Heather Stocking Manual Posting	N	0
55	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
56	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
57	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgvtv.com Andrea Siegle	N	0
58	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0

KGAN
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
59	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
60	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
61	University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Email : sbgresumes@sbgvtv.com Career Center	N	4
62	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
63	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
64	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

KGAN
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/11/2017	Participation in Job Fairs	Participated in a speed networking event at the School of Journalism at the University of Iowa. Handed out business cards and discussed open employment and internship opportunities with our station to college students who attended event.	1	News Director
2	10/23/2017	Sponsorship of events in the community designed to increase public awareness	KGAN was host to nine business leaders for a Rotary Breakout Lunch/Program. Guests were served lunch and participated in a 45 minute discussion regarding broadcast journalism which included education on training and background. Additionally, business leaders were provided information about employment opportunities including internships and job shadows. Guests were given a tour of the studio and production facilities.	2	News Director General Manager
3	11/2/2017	Participation in events or programs sponsored by educational institutions	High school student did a job shadow to participate in career exploration and earned class credit. Student watched the creation of a newscast, was given information regarding future internships at the college level, and open positions.	1	News Director
4	11/20/2017	Participation in events or programs sponsored by educational institutions	Job shadow to 4 area high school students interested in the field of meteorology. Students received a tour of facility, education discussion with meteorologist Rebecca Kopelman and received information regarding internships and open positions at our station.	1	Meteorologist
5	12/1/2017	Participation in events or programs sponsored by educational institutions	Station tour provided to 10 journalism students from Belle Plaine Jr High School. Students received a station tour, watched a newscast, received information regarding college requirements for positions and internships along with information on open positions.	1	Marketing Coordinator
6	12/19/2017	Participation in events or programs sponsored by educational institutions	Job Shadows by students at Kennedy High School and Mid-Prairie High School in a career of Meteorology in broadcasting.	1	Meteorologist

KGAN**EEO PUBLIC FILE REPORT****October 1, 2017 - September 30, 2018****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/21/2018	Participation in Job Fairs	Participated in a networking at the university reviewing resumes, discussing job opportunities at KGAN/KFXA with students preparing to graduate.	1	News Director
8	8/3/2018	Participation in Job Fairs	Corporate Sr. Employment Manager, News Talent Mgr. and Director of News Training & Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. They met potential candidates and reviewed resume and tapes of current and future job openings across the company. All candidates who stopped by the booth are following up with and interviews set up where applicable.	3	Sr. Employment Manager Director Training & Development News Talent Manager