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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
Chief News Photographer	1-7, 11-14, 16-32, 34-38, 40-41, 43, 45-54, 56-59, 61-70	24
National Sales Manager	1-7, 9, 11-14, 16-32, 34-38, 40-41, 43, 45-54, 56-70	9
National Sales Assistant	1-7, 11-32, 34-41, 43, 45-54, 56-70	39
Engineer / Technical Director	1-7, 11-14, 16-32, 34-38, 40-41, 43, 45-54, 56-70	24
Traffic Coordinator	1-7, 11-32, 34-41, 43, 45-54, 56-70	39
Creative Serv Producer/PSA-Special Events Coord.	1, 3-8, 11-32, 34-38, 40-41, 43, 45-70	24
Chief Engineer	1, 3-7, 11-14, 16-32, 34-38, 40-54, 56-70	27
Account Executive	9, 39	9
National Sales Assistant	1, 3-7, 11-14, 16-32, 34-41, 43, 45-54, 56-70	39
Production Supervisor	1, 3-9, 11-14, 16-21, 23-38, 40-41, 43, 45-54, 56-61, 63-70	9
Creative Services Producer	1, 3-7, 10-14, 16-21, 23-38, 40-41, 43, 45-54, 56-61, 63-70	10

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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	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Email : cwilliams@alcorn.edu Carla Williams	N	0
2	American Indian Council Employment 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9036 Email : aicsuzanne@yahoo.com Suzanne -	N	0
3	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51103 Phone : 800-662-3303 Nancy McGuire Manual Posting	N	0
4	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bvu.edu Jerry Johnson	N	0
5	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : career@bvu.edu Zoey Breese	N	0
6	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	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	Current Employee	N	3
9	Current Employee/Internal Promotion	N	3
10	Former Employee Referral	N	1
11	Grandview College 1200 Grandview Avenue Des Moines, Iowa 50316 Phone : 515-263-2800 Email : sstearns@grandview.edu Susie Stearms	N	0
12	Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting	N	0
13	IBEW Local 231 5001 Harper Drive Sioux City, Iowa 51111 James Kavanaugh Manual Posting	N	0
14	Illinois Media School 530 S State Street Chicago, Illinois 60605 Phone : 312-884-8000 Email : cjackson@beonair.com Carl Jackson	N	0
15	Indeed.com	N	4
16	Iowa Broadcasters website iowabroadcasters.com Iowa Career Service Manual Posting	N	0
17	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 800-362-2793 Email : scharf@iowacentral.edu Sara Scharf	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
18	Iowa Civil Rights Comm. 400 E 14th Street Des Moines, Iowa 50319 Don Grove Manual Posting	N	0
19	Iowa Lakes Community College 19 S 7th Street Estherville, Iowa 51334 Phone : 712-362-2604 Email : kcornwall@iowalakes.edu Kathy Miller Cornwall	N	0
20	Iowa State University ecms.eng.iastate.edu/employers Iowa Career Service Manual Posting	N	0
21	Iowa Western Community College 2700 College Road, Box 4c Council Bluffs, Iowa 51502 Phone : 800-432-5852 Email : hirwin@iwcc.edu Hugh Irwin	N	0
22	Iowa Workforce Development 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9030 Email : Region12.web@iwd.state.ia.us Teresa Book	N	0
23	KBJR-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0
24	KTIV website ktiv.com Iowa Career Service Manual Posting	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
25	KTTC 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5104 Email : jneyens@kttc.com Jodie Neyens	N	0
26	KVOA Television Inc PO Box 5188 Tucson, Arizona 85703 Phone : 5208844601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
27	KWWL 500 East 4th Street Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	1
28	Luther College 700 College Drivd Decorah, Iowa 52101 Phone : 563-387-1291 Email : career@luther.edu Mark Peltz	N	0
29	Medialine website medialine.com/jobs.htm Iowa Career Service Manual Posting	N	0
30	Medill Northwestern 1845 Sheridan Road Evanston, Illinois 60208-2101 Phone : 847-491-2049 Beth Bennett Manual Posting	N	0
31	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5480 Email : madsend@morningside.edu Dave Madsen	N	0

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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
32	NAACP PO Box 82 Sioux City, Iowa 51103 Phone : 7122032052 Email : scnaacp@gmail.com Ike Rayford	N	0
33	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : 3014050248 Email : vdodson@nabj.org Veronique Dodson	N	0
34	Nebraska Workforce Development 105 E Norfolk Avenue, Suite 100 Norfolk, Nebraska 68701 Phone : 402-370-4418 Email : Becky.Maggart@nebraska.gov Becky Maggart	N	0
35	Norfolk State University 700 park Avenue, Suite A105 Norfolk, Virginia 23501 Phone : 757-823-8462 Email : careerservices@nsu.edu Ben Ellis	N	0
36	Northeast Community College 801 E Benjamin Avenue PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7263 Email : terrih@northeast.edu Terri Heggemeyer	N	0
37	Northwestern College 101 7th Street SW Orange City, Iowa 51041 Phone : 712-707-7223 Nancy Landhuis Manual Posting	N	0
38	NW Missouri State 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Joan Schneider Manual Posting	N	0
39	On Air Recruitment Ad	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
40	Penn State University 502 Walker Buidling 130 South 5th Street State College, Pennsylvania 16801 Phone : 814.865.0478 Email : ggk2@psu.edu Ginger Kowlchuk	N	0
41	Quincy Media Inc 130 South Fifth Street Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Leslie Van Ness	N	0
42	Recruiter	N	1
43	Sanford Community Center 1700 Center Sioux City, Iowa 51103 George Boykin Manual Posting	N	0
44	Self Referral	N	2
45	Shaw University 118 E South Street Raleigh, North Carolina 27601 Email : jholley@shawu.edu Juanda Holley	N	0
46	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 800-362-2454 Email : careers@simpson.edu Laurie Dufoe	N	0
47	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 Karen Mackey	N	0
48	Siouxland Chamber of Commerce 101 Pierce Street Sioux City, Idaho 51101 Phone : 712.255.7903 Teresa Rosenboom Manual Posting	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
49	Southern Illinois University Carbondale, Illinois 62901 Phone : 618-453-1040 Cindy Jenkins Manual Posting	N	0
50	St. Ambrose University 518 W Locust Street Davenport, Iowa 52803 Phone : 563-333-6339 Email : careercenter@sau.edu Angela Elliott	N	0
51	TV Jobs website tvjobs.com Iowa Career Service Manual Posting	N	0
52	University of Colorado Boulder College of Media, Communication and Information Folsom Stadium, Suite 110 Boulder , Colorado Phone : 303-492-5480 Email : christine.mahoney@colorado.edu Christine Mahoney	Y	0
53	University of Iowa careers.uiowa.edu/employers/expo.html#post Iowa Career Service Manual Posting	N	0
54	University of Nebraska-Lincoln 202 Andersen Hall Lincoln, Nebraska 68588-0466 Email : ralloway1@unl.edu Rick Alloway	N	0
55	University of South Dakota 414 E Clark Street Vermillion, South Dakota 57069 Phone : 605-677-5478 Email : michelle.vanmaanen@usd.edu Dr. Michelle Van Maanen	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	Upper Midwest NATAS 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 JJ Murray Manual Posting	N	0
57	Virginia Union University 1500 N Lombardy Street Richmond, Virginia 23220 Phone : 804-257-5656 Email : jmgilbert@vuu.edu Fax : 1-804-257-5748 Jessica Gilbert	N	0
58	WAOW/WYOW 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : apaszkot@waow.com Aimee Paszkot	N	0
59	Wartburg College PO Box 1003 Waverly, Iowa 50677 Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Derek Solheim	N	0
60	Wayne State College 111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7327 Email : jabarel1@wsc.edu Jason Barelman	N	0
61	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
62	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : tstonesifer@week.com Teddi Stonesifer	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
63	WGEM PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
64	WKOW 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2794 Email : bbeer@wkow.com Bonnie Beer	N	0
65	WPTA 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cbennett@wpta21.com Cindy Bennett	N	0
66	WREX PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
67	WSIL Television 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 6189569184 Email : btanner@wsiltv.com Bethany Tanner	N	0
68	WVVA PO Box 1930 Bluefield, West Virginia 24701 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	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
69	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
70	WXOW/WQOW PO Box C-4019 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
		TOTAL INTERVIEWS OVER REPORTING PERIOD:	**26**

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/6/2020	Participation in events or programs sponsored by educational institutions	Speaking to Broadcast management class at Morningside COllege in Sioux City	1	Director of Programming and Marketing
2	9/15/2021	Co Sponsoring Job Fair	Co-sponsored the annual Broadcasting Career Fair with members of the media in Sioux City -- KCAU, KPTH, KMEG, iHeart Radio, Powell Broadcasting, and KWIT. This year the event was held at Morningside University. This event is coordinated by KTIV Director of Programming and Marketing, David Washburn	4	Director of Programming and Marketing News Director Chief Engineer Production Supervisor