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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
Multimedia Journalist	1-8, 11-12, 15-17, 19-28, 30, 32-67, 69-71	11
Engineer / Technical Director	1-6, 8, 13, 15-17, 19-30, 32-58, 60-71	13
Multimedia News Producer	1-6, 8, 12, 15-17, 19-30, 32-58, 60-71	12
Assistant News Director	1-6, 8, 12, 15-17, 19-30, 32-58, 60-71	12
Account Executive	1-6, 8, 14-17, 19-47, 49-58, 60-71	31
Creative Services Producer	1-6, 8-10, 14-30, 32-47, 49-58, 60-71	10
News Anchor/Multimedia Journalist	1-6, 8, 14-17, 19-30, 32-47, 49-58, 60-71	44
Creative Serv Producer/PSA-Special Events Coord.	1-6, 8-10, 14-30, 32-37, 39-47, 49-58, 60-71	10
Creative Services Producer	1-6, 8-9, 14-30, 32-37, 39-47, 49-58, 60-71	18

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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	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8581 Nanci Young 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
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Current Employee	N	4
10	Current Employee/Internal Promotion	N	2
11	Current Intern	N	1
12	E-mail Inquiry	N	6
13	Employee Referral	N	1
14	Grandview College 1200 Grandview Avenue Des Moines, Iowa 50316 Phone : 515-263-2800 Email : sstearns@grandview.edu Susie Stearms	N	0
15	Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting	N	0
16	IBEW Local 231 5001 Harper Drive Sioux City, Iowa 51111 James Kavanaugh Manual Posting	N	0
17	Illinois Media School 530 S State Street Chicago, Illinois 60605 Phone : 312-884-8000 Email : cjackson@beonair.com Carl Jackson	N	0
18	Indeed.com	N	7
19	Iowa Broadcasters website iowabroadcasters.com Iowa Career Service 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
20	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 800-362-2793 Email : scharf@iowacentral.edu Sara Scharf	N	0
21	Iowa Civil Rights Comm. 400 E 14th Street Des Moines, Iowa 50319 Don Grove Manual Posting	N	0
22	Iowa Lakes Community College 19 S 7th Street Estherville, Iowa 51334 Phone : 712-362-2604 Email : kcornwall@iowalakes.edu Kathy Miller Cornwall	N	0
23	Iowa State University ecms.eng.iastate.edu/employers Iowa Career Service Manual Posting	N	0
24	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
25	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
26	KBJR-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	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
27	KTIV website ktiv.com Iowa Career Service Manual Posting	N	3
28	KTTC 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5104 Email : jneyens@kttc.com Jodie Neyens	N	0
29	KVOA Television Inc PO Box 5188 Tucson, Arizona 85703 Phone : 5208844601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
30	KWWL 500 East 4th Street Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
31	Linked In	N	4
32	Luther College 700 College Drivd Decorah, Iowa 52101 Phone : 563-387-1291 Email : career@luther.edu Mark Peltz	N	0
33	Medialine website medialine.com/jobs.htm Iowa Career Service Manual Posting	N	0
34	Medill Northwestern 1845 Sheridan Road Evanston, Illinois 60208-2101 Phone : 847-491-2049 Beth Bennett 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
35	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5480 Email : madsend@morningside.edu Dave Madsen	N	0
36	NAACP PO Box 82 Sioux City, Iowa 51103 Email : SCNAACP@gmail.com Flora Lee	N	0
37	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
38	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 800-424-3725 Email : rfichter@njherald.com Robin Fichter	N	0
39	Norfolk State University 700 park Avenue, Suite A105 Norfolk, Virginia 23501 Phone : 757-823-8462 Email : careerservices@nsu.edu Ben Ellis	N	0
40	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
41	Northwestern College 101 7th Street SW Orange City, Iowa 51041 Phone : 712-707-7223 Nancy Landhuis 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
42	NW Missouri State 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Joan Schneider Manual Posting	N	0
43	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
44	Quincy Media Inc 130 South Fifth Street Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Leslie Van Ness	N	2
45	Sanford Community Center 1700 Center Sioux City, Iowa 51103 George Boykin Manual Posting	N	0
46	Shaw University 118 E South Street Raleigh, North Carolina 27601 Email : jholley@shawu.edu Juanda Holley	N	0
47	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 800-362-2454 Email : careers@simpson.edu Laurie Dufoe	N	0
48	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

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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	Siouxland Chamber of Commerce 101 Pierce Street Sioux City, Idaho 51101 Phone : 712.255.7903 Teresa Rosenboom Manual Posting	N	0
50	Southern Illinois University Carbondale, Illinois 62901 Phone : 618-453-1040 Cindy Jenkins Manual Posting	N	0
51	St. Ambrose University 518 W Locust Street Davenport, Iowa 52803 Phone : 563-333-6339 Email : careercenter@sau.edu Angela Elliott	N	0
52	TV Jobs website tvjobs.com Iowa Career Service Manual Posting	N	1
53	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
54	University of Iowa careers.uiowa.edu/employers/expo.html#post Iowa Career Service Manual Posting	N	0
55	University of Nebraska-Lincoln 202 Andersen Hall Lincoln, Nebraska 68588-0466 Email : ralloway1@unl.edu Rick Alloway	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
56	University of Northern Iowa 102 Gilchrist Cedar Falls, Iowa 50614 Phone : 319-273-6857 Email : careercenter@uni.edu Robert Frederick	N	0
57	Upper Midwest NATAS 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 JJ Murray Manual Posting	N	0
58	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
59	Walk In/Self-Referral	N	1
60	WAOW/WYOW 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kher@waow.com Kimberly Her	N	0
61	Wartburg College PO Box 1003 Waverly, Iowa 50677 Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Derek Solheim	N	0
62	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	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	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
64	WGEM PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
65	WKOW 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2794 Email : bbeer@wkow.com Bonnie Beer	N	0
66	WPTA 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cbennett@wpta21.com Cindy Bennett	N	0
67	WREX PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesselin@wrex.com Theresa Wesseln	N	0
68	WSIL Television 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 6189569184 Email : btanner@wsiltv.com Bethany Tanner	N	0
69	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
70	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
71	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:		**32**

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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	11/1/2019	Participation in events or programs sponsored by educational institutions	Guest speaker at the Broadcast Management Class at Morningside College.	1	Director of Programmingn & Marketing
2	1/9/2020	Participation in events or programs sponsored by educational institutions	Sioux City Community Schools Sophomore Career Day at Western Iowa Tech Community College.	2	News Director Director of Programming & Marketing
3	1/31/2020	Participation in events or programs sponsored by educational institutions	Career Fair for Journalism / Mass Communication students at South Dakota State University.	2	News Director Director of Programming & Marketing
4	2/5/2020	Participation in events sponsored by community groups	General Manager, Bridget Breen, was a speaker at the Siouxland Chamber of Commerce Women Mentoring Network event.	1	General Manager
5	2/20/2020	Participation in events sponsored by community groups	Women Lead Change Conference was held at the Sioux City Convention Center. This was an all day event with guest speakers and lunch.	7	General Manager Local Sales Manager Admin & HR Manager
6	9/28/2020	Establishment of an intern program designed to assist members of the community	KTIV Participates in the Quincy Quinternship Paid Internship program which offers a paid internship to students in Journalism, broadcasting communication and related fields. The students get the opportunity to gain hands-on experience in television and interactive businesses. Students who participate gain a wide variety of practical experience and receive an hourly wage. KTIV strives to offer this opportunity to a diverse group. KTIV hosted two quinterns this year in the news department.	1	News Director