Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multi Media Journalist</td>
<td>1-56, 58-59</td>
<td>29</td>
</tr>
<tr>
<td>Producer</td>
<td>1-28, 30-32, 34-59</td>
<td>19</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-7, 9-14, 16-17, 19-28, 30, 32, 34-56, 58</td>
<td>19</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-7, 9-14, 16-17, 19-28, 30, 32, 34-56, 58</td>
<td>19</td>
</tr>
<tr>
<td>Camera Operator</td>
<td>1-6, 9-14, 16-18, 20-28, 30, 32, 34-40, 42-48, 50-56, 58-59</td>
<td>27</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-6, 9-14, 17, 19-28, 32, 34-48, 50-56, 58-59</td>
<td>19</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-6, 9-14, 17, 19-28, 32, 34-48, 50-56, 58-59</td>
<td>19</td>
</tr>
<tr>
<td>News Director</td>
<td>3, 5-6, 9, 11-14, 17-25, 27-32, 34-38, 41-47, 49-56, 58-59</td>
<td>38</td>
</tr>
<tr>
<td>Producer</td>
<td>2-7, 9-14, 16-32, 34-47, 49-56, 58-59</td>
<td>28</td>
</tr>
<tr>
<td>Producer</td>
<td>1-6, 9-14, 16-17, 19-28, 30-32, 34-56, 58-59</td>
<td>19</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-7, 10-14, 16-17, 19-21, 23-28, 32, 34-38, 40-46, 48-54, 56, 58-59</td>
<td>19</td>
</tr>
<tr>
<td>Account Executive</td>
<td>3-6, 11, 13-14, 17, 19, 21, 23-28, 32, 34-38, 42-47, 49-54, 58-59</td>
<td>19</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-6, 11, 13-14, 16-17, 19-21, 23-28, 30, 32, 34-38, 40-48, 50-54, 56, 58-59</td>
<td>38</td>
</tr>
<tr>
<td>Account Executive</td>
<td>5-6, 13, 17, 19, 21, 23, 25-28, 34-38, 43, 45-47, 49, 54, 58-59</td>
<td>19</td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | Augustana University  
2001 S Summit Ave  
Sioux Falls, South Dakota 57197  
Phone: 605-274-4127  
Email: career@augsie.edu  
Sandi Vietor | N | 0 |
| 2         | Bradley University  
1501 N Bradley Ave  
Peoria, Illinois 61625  
Phone: 309-677-2510  
Email: careers@bradley.edu  
Jon Neidy | N | 0 |
| 3         | Briar Cliff University  
3303 Rebecca Street  
Sioux City, Iowa 51104  
Phone: 712-279-5455  
Joshua Cobb  
Manual Posting | N | 0 |
| 4         | Buena Vista University  
610 W Fourth Street  
Storm Lake, Iowa 50588  
Phone: 712-749-2440  
Email: career@bvu.edu  
Zoey Breese | N | 0 |
| 5         | Center for Siouxland  
715 Douglas Street  
Sioux City, Iowa 51101  
Phone: 712-252-1861  
Email: jonette.spurlock@centerforsiouxland.org  
Jonette Spurlock | Y | 0 |
| 6         | Central College  
PO Box 0153  
Pella, Iowa 50219  
Phone: 641-628-5271  
Pat Kitzman  
Manual Posting | Y | 0 |
| 7         | Columbia College  
600 Michigan Ave  
Chicago, Illinois 60605  
Phone: 312-344-7280  
Email: dmatthews@colum.edu  
Dirk Matthews | N | 0 |
# KCAU
## EEO PUBLIC FILE REPORT
**October 1, 2017 - September 30, 2018**

### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 8         | Creighton University  
2500 California Plaza  
Omaha, Nebraska 68178  
Phone: 402-280-2722  
Email: careercenter@creighton.edu  
John Fahey                                                      | N                                               | 0                                                        |
| 9         | Division of Persons with Disabilities  
Lucas State Office Building 321 E 12th Street  
Des Moines, Iowa 50319  
Phone: 888-219-0471  
Email: dhr.disabilities@iowa.gov  
Mike Williams                                                   | Y                                               | 0                                                        |
| 10        | DMACC  
2006 S Ankeny Blvd  
Ankeny, Iowa 50023  
Phone: 515-964-6463  
Dave Reimers  
Manual Posting                                                   | N                                               | 0                                                        |
| 11        | Dordt College  
498 4th Ave NE  
Sioux Center, Iowa 51250  
Phone: 712-722-6078  
Email: cdc@dordt.edu  
Brandon Huisema                                                   | N                                               | 0                                                        |
| 12        | Drake University  
2507 University Ave  
Des Moines, Iowa 50311  
Phone: 515-271-4715  
Email: annette.watson@dake.edu  
Annette Watson                                                   | N                                               | 0                                                        |
| 13        | Emma Bowen Foundation  
524 W 57th Street  
New York, New York 10019  
Phone: 212-975-2545  
Email: sandra.rice@nbuni.com  
Sandra Rice                                                      | Y                                               | 0                                                        |
| 14        | Goodwill Industries  
3100 W 4th Street  
Sioux City, Iowa 51103  
Phone: 712-258-4511  
Email: nerid@goodwillegreatplains.org  
Diane Neri                                                      | Y                                               | 0                                                        |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 15        | Grandview College  
1200 Grandview Ave  
Des Moines, Iowa 50316  
Phone : 515-263-2888  
Email : careers@grandview.edu  
Susie Stearns | N                                                              | 0                                                      |
| 16        | Grinnell College  
1127 Park Street  
Grinnell, Iowa 50112  
Phone : 641-269-4940  
Sarah Barks  
Manual Posting | N                                                              | 0                                                      |
| 17        | Hispanic Link News  
1420 N Street NW  
Washington, District of Columbia 20005  
Phone : 202-234-0280  
Email : charlie1.hispaniclink@gmail.com  
Charles Ericksen | Y                                                              | 0                                                      |
| 18        | Illinois Center for Broadcasting in Chicago  
530 South State Street  
Chicago, Illinois 60605  
Phone : 872-241-1131  
Email : dclark@beonair.com  
Don Clark | N                                                              | 0                                                      |
| 19        | Indeed.com  
470 West Ave Suite 2002  
Stamford, Connecticut 6902  
Phone : 800-475-4361  
Customer Service  
Manual Posting | N                                                              | 54                                                     |
| 20        | Indian Hills Community College  
626 Indian Hills Dr Bldg 14  
Ottumwa, Iowa 52501  
Phone : 641-683-5215  
Email : michael.cockrum@indianhills.edu  
Michael Cockrum | N                                                              | 0                                                      |
| 21        | Iowa Broadcasters Association  
PO Box 71186  
Des Moines, Iowa 50325  
Phone : 515-224-7237  
Sue Toma  
Manual Posting | N                                                              | 0                                                      |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>Iowa Broadcasters News Association PO Box 153 Oskaloosa, Iowa 52577 Phone: 319-230-8988 Email: <a href="mailto:ibna@ibna.org">ibna@ibna.org</a> Jeff Stein</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>23</td>
<td>Iowa College Recruiting Network 10 Merrill Park Circle Suite B Grinnell, Iowa 50112 Phone: 515-867-6890 Email: <a href="mailto:valorie.larsson@recruitiowagrad.com">valorie.larsson@recruitiowagrad.com</a> Valorie Larsson</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>Iowa State University 1320 Gardin Business Bldg Ames, Iowa 50111 Phone: 515-294-2542 Meredith Williams Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>Iowa Vocational Rehabilitation 217 West 5th Street Spencer, Iowa 51301 Phone: 712-262-5816 Email: <a href="mailto:gerald.rath@iowa.gov">gerald.rath@iowa.gov</a> Gerald Rath</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>Iowa Works of Greater Siouxland 2508 4th Street Sioux City, Iowa 51101 Phone: 712-233-9030 Email: <a href="mailto:anne.hernandez@iwd.iowa.gov">anne.hernandez@iwd.iowa.gov</a> Anne Hernandez</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>27</td>
<td>KCAU Job Board, Internal 5993 Gordon Dr Sioux City, Iowa 51106 Phone: 712-224-6726 Jill Collins Manual Posting</td>
<td>N</td>
<td>6</td>
</tr>
<tr>
<td>28</td>
<td>KCAU Job board, website 5993 Gordon Dr Sioux City, Iowa 51106 Phone: 712-224-6726 Email: <a href="mailto:jcollins@kcautv.com">jcollins@kcautv.com</a> Jill Collins</td>
<td>N</td>
<td>5</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 29        | Linked In  
5993 Gordon Dr  
Sioux City, Iowa 51106  
Phone : 712-224-6726  
Jill Collins  
Manual Posting                  | N | 4 |
| 30        | Medialine.com  
PO Box 51909  
Pacific Grove, California 93950  
Phone : 800-237-8073  
Email : medialine@medialine.com  
Mark Shilstone | N | 0 |
| 31        | Midwest Regional Emmys  
7319 Hunters Run  
Eden Prairie, Minnesota 55346  
Phone : 952-381-7494  
JJ Murray  
Manual Posting                 | N | 0 |
| 32        | Morningside College  
1501 Morningside Ave  
Sioux City, Iowa 51106  
Phone : 712-274-5254  
Email : hays@morningside.edu  
Stacie Hayes                   | N | 1 |
| 33        | Mount Marty College  
1105 West 8th Street  
Yankton, South Dakota 57078  
Phone : 605-668-1363  
Email : emily.lake@mtmc.edu  
Sarah Carda                    | N | 0 |
| 34        | National Association for the Advancement of Colored People  
PO Box 82  
Sioux City, Iowa 51102  
Phone : 000-00-0000  
Email : scnaacp@gmail.com  
Flora Lee                      | Y | 0 |
| 35        | National Lesbian & Gay Journalists Association  
2120 L Street NW Suite 850  
Washington, District of Columbia 20037  
Phone : 202-588-9888  
Email : info@nlgia.org  
Maya Blackmun                   | Y | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 36        | Nebraska Department of Labor  
105E Norfolk Ave Suite 100  
Norfolk, Nebraska 68701  
Phone: 402-347-3430  
Email: ndol.norfolkwd@nebraska.gov  
Meggann Buresh | Y                                        | 0                                         |
| 37        | Nebraska Indian Community College  
2605 1/2 Dakota Ave  
South Sioux City, Nebraska 68776  
Phone: 402-494-2311  
Email: pfowler@thenicc.edu  
Paul Fowler | Y                                        | 0                                         |
| 38        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N                                        | 21                                        |
| 39        | Northeast Community College  
PO Box 469  
Norfolk, Nebraska 68701  
Phone: 402-844-7263  
Terry Heggemeyer  
Manual Posting | N                                        | 0                                         |
| 40        | Northeast Iowa Community College  
PO Box 400  
Calmar, Iowa 52132  
Phone: 563-562-3263  
Email: andersonju@nicc.edu  
Julie Anderson | N                                        | 0                                         |
| 41        | Northwest Iowa Community College  
603 West Park Street  
Sheldon, Iowa 51201  
Phone: 712-324-5061  
Email: jobs@nwicc.edu  
Pamela Lien | N                                        | 0                                         |
| 42        | Northwestern College of Iowa  
208 8th St. SW  
Orange City, Iowa 51041  
Phone: 712-707-7225  
Email: cdc@nwciowa.edu  
Bill Minnick | N                                        | 0                                         |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>43</td>
<td>Office on the Status of African Americans&lt;br&gt;Dept of Human Rights/ Lucas State Office Bldg 321 E 12th Street&lt;br&gt;Des Moines, Iowa 50310&lt;br&gt;Phone : 515-281-3274&lt;br&gt;Email : <a href="mailto:kim.cheeks@iowa.gov">kim.cheeks@iowa.gov</a>&lt;br&gt;Kim Cheeks</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>44</td>
<td>Simpson College&lt;br&gt;701 North C Street&lt;br&gt;Indianola, Iowa 50125&lt;br&gt;Phone : 515-961-1667&lt;br&gt;Bobbi Sullivan&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>45</td>
<td>Sioux City Human Rights Commission&lt;br&gt;PO Box 447/ 405 6th St Council Chambers at City Hall&lt;br&gt;Sioux City, Iowa 51101&lt;br&gt;Phone : 712-279-6985&lt;br&gt;Email : <a href="mailto:pflemming@sioux-city.org">pflemming@sioux-city.org</a>&lt;br&gt;Karen Mackey</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>46</td>
<td>South Dakota Department of Labor&lt;br&gt;504 River Drive, City Hall&lt;br&gt;N. Sioux City, South Dakota 57049&lt;br&gt;Phone : 605-242-5445&lt;br&gt;Email : <a href="mailto:brad.henrich@state.sd.us">brad.henrich@state.sd.us</a>&lt;br&gt;Brad Henrich</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>47</td>
<td>Southwestern Community College&lt;br&gt;1501 W. Townline St.&lt;br&gt;Creston, Iowa 50801&lt;br&gt;Phone : 641-782-1446&lt;br&gt;Email : <a href="mailto:slapia@swccioawa.edu">slapia@swccioawa.edu</a>&lt;br&gt;Ann Schlapia</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>St. Ambrose University&lt;br&gt;518 W. Locust St.&lt;br&gt;Davenport, Iowa 52803&lt;br&gt;Phone : 563-333-6339&lt;br&gt;Angela Elliott&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>49</td>
<td>TVJobs.com&lt;br&gt;PO Box 4116&lt;br&gt;Oceanside, California 92052&lt;br&gt;Phone : 760-754-8177&lt;br&gt;Broadcast Employment&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>2</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>50</td>
<td>University of Iowa&lt;br&gt;100 Pomerantz Center Suite C310&lt;br&gt;Iowa City, Iowa 52242&lt;br&gt;Phone: 319-335-1023&lt;br&gt;Allan Boettger&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>51</td>
<td>University of Nebraska at Omaha&lt;br&gt;6001 Dodge St. EAB 211&lt;br&gt;Omaha, Nebraska 68182&lt;br&gt;Phone: 402-554-3672&lt;br&gt;Cathy Pettid&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>52</td>
<td>University of Northern Iowa Career Services&lt;br&gt;102 Gilchrist Hall&lt;br&gt;Cedar Falls, Iowa&lt;br&gt;Phone: 319-273-6857&lt;br&gt;Sarah Goblirsch&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>53</td>
<td>University of South Dakota&lt;br&gt;414 E. Clark&lt;br&gt;Vermillion, South Dakota 57069&lt;br&gt;Phone: 605-677-8864&lt;br&gt;Carly Heard&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>54</td>
<td>Vocational Rehabilitation Services&lt;br&gt;901 W. 21st St.&lt;br&gt;South Sioux City, Nebraska 68776&lt;br&gt;Phone: 402-494-2265&lt;br&gt;Email: <a href="mailto:lucas.mann@nebraska.gov">lucas.mann@nebraska.gov</a>&lt;br&gt;Lucas Mann</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>55</td>
<td>Wayne State College&lt;br&gt;1111 Main Street&lt;br&gt;Wayne, Nebraska 68787&lt;br&gt;Phone: 402-375-7425&lt;br&gt;Jason Barelman&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>56</td>
<td>Western Iowa Tech Community College&lt;br&gt;4647 Stone Ave&lt;br&gt;Sioux City, Iowa 51106&lt;br&gt;Phone: 712-274-6400&lt;br&gt;Lori Knihght&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 57        | William Penn University  
201 Trueblood Ave  
Oskaloosa, Iowa 52577  
Phone : 641-673-1294  
Monica Cox  
Manual Posting | N | 1 |
| 58        | Women Aware  
520 Nebraska Street Suite 237  
Sioux City, Iowa 51101  
Phone : 712-258-4174  
Email : womenaware@siouxl.net  
Katie Colling | Y | 0 |
| 59        | www.medigignow.com  
717 Green Valley Road Suite 200  
Greensboro, North Carolina 27408  
Phone : 336-553-0620  
Url : http://www.medigignow.com  
Email : customerservice@medigignow.com  
MediaGigNow.com | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 96
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/1/2017</td>
<td>Participation in job banks, internet programs and other programs designed to promote outreach</td>
<td>The Station participates in various job banks through, the Iowa Broadcasters Association, MW Regional Emmy's, TVJobs.com as well as local Workforce Development Centers in Iowa, South Dakota and Nebraska.</td>
<td>2</td>
<td>General Manager Office Manager</td>
</tr>
<tr>
<td>11/29/2017</td>
<td>Participation in events sponsored by community groups</td>
<td>Station personnel participated in a workshop offered at the Huntington University. During that event, Station personnel were able to discuss their own professional experience, educational and professional requirements for the broadcast industry, jobs in the broadcast industry, jobs at the station and answered students' questions.</td>
<td>1</td>
<td>Producer</td>
</tr>
<tr>
<td>1/9/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station has an established job shadow program that allows students to gain practical experience in all areas of our operations, including news, production, sports, weather and sales. During the reporting term, the Station hosted one student from Western Iowa Tech, one from North Middle School and one from Spencer High School.</td>
<td>5</td>
<td>Operations Manager Director Camera Operator Audio Operator</td>
</tr>
<tr>
<td>1/30/2018</td>
<td>Provision of training to management</td>
<td>We had a training session to the station management. We analyzed our recruiting efforts by looking at current recruitment sources and possible additions. We also reviewed our hiring practices and discussed fairness by avoiding bias and discrimination. We also reviewed existing positions, and upcoming recruitment opportunities. We further discussed other enhancements to our recruitment efforts to gain the best qualified applicants.</td>
<td>8</td>
<td>Office Manager General Manager Local Sales Manager Operations Manager</td>
</tr>
<tr>
<td>Date</td>
<td>Brief Description Of Activity</td>
<td>No. of Stations Participants</td>
<td>Participant Title</td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>----------------------------</td>
<td>-----------------------------</td>
<td></td>
</tr>
<tr>
<td>5 2/8/2018</td>
<td>The Station hosted a station tour for Mass Communication students from Morningside College. During that tour, students were able to observe and ask questions regarding station operations and procedures. Station personnel were able to discuss and answer questions regarding broadcasting careers &amp; internship opportunities and the educational requirements necessary for a career in broadcast.</td>
<td>1</td>
<td>Promotions Manager</td>
<td></td>
</tr>
</tbody>
</table>
| 6 2/12/2018 | The Station has established an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The station hosted four students from Western Iowa Tech Community College, two students during summer semester of 2018, and two students from the spring semester 2018. | 5 | Operations Manager Director  
Audio Operator  
News Director |
| 7 2/21/2018 | Wayne State College in Wayne Nebraska hosted a career fair for students for all majors. KCAU participated in the event on the campus talking with about 30 students about career & internship opportunities in Broadcast at KCAU. We shared information about current opening. We also talked to the Career Center staff at WSC about our current postings openings and internships opportunities. | 2 | Operations Manager  
Office Manager |
| 8 3/14/2018 | Operations Manager participated in Mock Interviews with High School seniors at Wausa High School in Wausa NE. She provided critiques and modeled interviews. Then she participated in a panel discussion on what makes a good interview. She also discussed broadcast careers and requirements. | 1 | Operations Manager |
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from Western Iowa Tech Community College completed an internship program in the summer of 2018. The student focused his learning on the production side of the station i.e. directing, camera operations, audio and graphics. He was able to observe, learn and get hands on experience.</td>
<td>3</td>
<td>Operations Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Director Camera Operator Audio Operator</td>
</tr>
<tr>
<td>10/2018</td>
<td>Participation in Job Fairs</td>
<td>The station Operations Manager participated in the career fair hosted by IowaWORKS &amp; Western Iowa Tech Community College on WITCC campus. Dani was able to talk with about 15 students (college and high school) about careers in broadcast TV. Dani also spoke with them about current job &amp; internship opportunities at KCAU.</td>
<td>1</td>
<td>Operations Manager</td>
</tr>
<tr>
<td>11/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Western Iowa Tech Community College student participated in a Job Shadow with the production department. He observed &amp; learned about directing, graphics as well as camera &amp; audio operations.</td>
<td>5</td>
<td>Operations Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Director Camera Operator Audio Operator</td>
</tr>
<tr>
<td>12/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>South Sioux City High School students from the media department came to tour and discuss the operation of the station. The students also were able to talk with various news staff about gathering and writing. They also discussed job &amp; internship opportunities &amp; educational needs for a career in Broadcast.</td>
<td>3</td>
<td>Promotions Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Asst News Director Producer</td>
</tr>
<tr>
<td>13/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Host: Sioux City Public School Foundation coordinated six home school students toured the station, seeing the studio, newsroom &amp; production control. They also talked about educational needs of specific positions in the building and the functions of those positions. They also talked about the current job opportunities. They talked with various staff in news and production.</td>
<td>3</td>
<td>Promotions Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Asst News Director Operations Manager</td>
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<td>14</td>
<td>4/20/2018 Participation in events or programs sponsored by educational institutions</td>
<td>Eight media students from Crofton Nebraska High School toured the station (studio, newsroom, production control) &amp; discussed operational needs / requirements of the station with some KCAU staff. They talked career options and educational requirements as well as internship opportunities.</td>
<td>3</td>
<td>Promotions Manager Chief Meteorologist Asst News Director</td>
</tr>
<tr>
<td>15</td>
<td>4/25/2018 Participation in events sponsored by community groups</td>
<td>This community event - sponsored by KCAU &amp; Morningside College recognizes Siouxland valedictorians for a job well done. John Curry, GM spoke with the nearly 110 students and their families about a career in the broadcast industry.</td>
<td>1</td>
<td>General Manager</td>
</tr>
<tr>
<td>16</td>
<td>5/1/2018 Provision of training to management</td>
<td>Station Management EEO Training: We reviewed opportunities to talk, share about a career in the Broadcast Industry at community events and institutions. We also reviewed the open positions, upcoming vacancies and also interviewing techniques. We also reviewed our recruitment sources and possible additions. We talked about Broadcast 1 Source requirements.</td>
<td>7</td>
<td>Office Manager General Manager General Sales Manager Operations Manager</td>
</tr>
<tr>
<td>17</td>
<td>5/25/2018 Participation in events or programs sponsored by educational institutions</td>
<td>A proposed Western Iowa Tech Community College job shadowed the production &amp; news staff. He is enrolling in the news production program at WITCC in 2018. He was able to learn &amp; observe all aspects of news production, camera operator, directing, &amp; audio.</td>
<td>5</td>
<td>Operations Manager Director Audio/Director Camera Operator</td>
</tr>
<tr>
<td>18</td>
<td>5/29/2018 Participation in events or programs sponsored by educational institutions</td>
<td>Kingsley Pierson High School students interested in a career in broadcast visited the station. They toured the studio, newsroom, and production control. They talked about job opportunities in the broadcast industry as well as the educational requirements. They also discussed internships. They also spent some time with Chief Meteorologist about his job &amp; educational requirements.</td>
<td>2</td>
<td>Promotions Manager Chief Meteorologist</td>
</tr>
</tbody>
</table>
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<tr>
<td>19/6/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Sioux City Community School District - Career Academy 30 students toured the station and they discussed entry level jobs as well as the requirements to have a career in Broadcast TV.</td>
</tr>
<tr>
<td>20/7/2018</td>
<td>Establishment of training programs for station personnel</td>
<td>Reviewed the new recruiting software &amp; recruiting efforts / tools. We also talked open positions and sources. No changes. And we briefly talked about iCIMs &amp; B1S (two different tools) and the difference and why both needed.</td>
</tr>
<tr>
<td>21/9/2018</td>
<td>Co Sponsoring Job Fair</td>
<td>Local Broadcasters Career Fair - Co-hosted by all local TV and Radio stations in the market on campus at a local Community College. They spoke with numerous people from the community about career and internship opportunities.</td>
</tr>
<tr>
<td>22/9/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Students from the media department at Northeast Community College from Norfolk, NE. The students toured the studio, newsroom and production control. They had a discussion with the news director &amp; promotions manager about internship opportunities, careers in broadcast &amp; the educational needs for broadcast journalism.</td>
</tr>
</tbody>
</table>