
Annual EEO Public File Report Form

KGAN/KFXA

Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KGAN/KFXA, Cedar Rapids, IA and is required to be placed in the public inspection files of this station, and posted on the web site, if it has a web site.

The information contained in this Report covers the time period beginning 10/01/10 to and including 9/30/11 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contains the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 10/01/10 to 9/30/11

Station Comprising Station Employment Unit: KGAN

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Reporter (1)	Referral	1
2	Weekend Sports Reporter (1)	Internal	1
3	General Manager (1)	Internal	2
4	Commercial Production Asst. (2)	Internal (2)	6
5	Photographer (1)	Referral	2
6	Production Assistant (1)	Internal (Natural Promotion)	1
7	Managing Editor (1)	Sbgi.net	3
8	Multi Media Journalist (1)	Referral	2
9	Multi Media Journalist (1)	Internal	1
10	Commercial Production Asst. (1)	Internal	6
11	Production Assistant (1)	Internal	1
12	Local Sales Manager (1)	Referral	2

13	Newscast Producer (2)	Internal (1) Sbgi.net (1)	5
14	Producer (1)	Internal	1
15	Senior Promotion Producer (1)	Referral	5
16	Producer (1)	Internal	1
17	Chief Engineer (1)	Internal	1
18	Master Control Operator (1)	Internal	1
19	Assistant Chief Engineer (1)	Internal	1
20	Director Technical Production (1)	Internal	1
21	Traffic Copy Coordinator (1)	Internal	3
22	Production Assistant (1)	Internal	1
23	Photographer (4)	Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)	9
24	Local Sales Assistant (1)	Sbgi.net	3
25	Multi Media Journalist (1)	Tvjobs.com	1
26	Anchor/Reporter (2)	Careerbuilder.com (1) Tvjobs.com (1)	4
27	Promotion Coordinator (1)	Careerbuilder.com	4
28	Master Control Operator (2)	Referral (1) KGAN.com (1)	3
29	Engineering Technician (1)	Internal	6

30	Director Technical Production (1)	Internal	1
31	Production Assistant (2)	Internal (2)	3
32	Account Executive (5)	Corridorcareers.com (1) Careerbuilder.com (1) Referral (2) Internal (1)	21
33	General Sales Manager (1)	Internal	3

Total Number of Persons Interviewed During Applicable Period: 106

		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
6	Drake University College of Business and Public Administration School of Journalism and Mass Communication Annette Watson 2507 University Ave Des Moines, IA 50311 515-271-4715	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
7	HACAP Jean Murphy 1515 Hawkeye Dr. Hiawatha, IA 52233 319-393-7811	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)

		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
8	Hawkeye Community College Leah Clark 1501 East Orange Road Waterloo, IA 50704-8015 319-296-4295	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager

		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
11	Iowa Wesleyan College Heidi Seegers 601 N Main St Mt. Pleasant, IA 52641 319-385-6375	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
12	Iowa Workforce Development Center Carla Loverink 800 7 th St SE Cedar Rapids, IA 52401 319-365-9474	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor

		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		1	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
13	Jane Boyd Community House Joyce Rucker 943 14 th Ave SE Cedar Rapids, IA 52401 319-366-0431	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator

		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
14	Kaplan University Destiny Hastings 3165 Edgewood Pkwy Cedar Rapids, IA 52404 319-362-9082	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
15	Kirkwood Community College Career Services Department 6301 Kirkwood Blvd Cedar Rapids, IA 52404 319-398-5517	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer

		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
16	Madison Media Institute Bill Mallinson 2702 Agriculture Dr Madison, WI 53718 1-800-236-4997	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
17	Ms. Foundation for Women	0	Reporter

		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
19	NAACP – National Headquarters Nancy Bailey 4805 Mt. Hope Drive Baltimore, MD 21215 410-580-5111	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
20	National Association of Black Journalists 8701-A Adelphi Rd Adelphi, MD 20783 1-866-479-6225	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist

		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
21	National Association of Broadcaster 1771 North Street NW Washington, DC 20036 202-429-5300	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)

		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
22	National Association of Hispanic Journalists 1000 National Press Building 529 14 th Street N.W. Washington, DC 20045 202-662-7145	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
23	National Black MBA Association Danielle Danford 180 N. Michigan Ave Suite 1515 Chicago, IL 60601 312-236-2622	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer

		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
24	National Hispanic Media Coalition Alejandra Valenzuela 55 S. Grand Ave Pasadena, CA 90007	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
25	Norfolk State University Paula C. Briggs, Ph. D.	0	Reporter
		0	Weekend Sports Reporter

		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
27	Professional Women's Network Shelly Woods 7321 Prairie Heights Dr SW Cedar Rapids, IA 52404 319-981-9887	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
28	Purdue University Linden Petrin Assoc. Director for Career Development Center for Career Opportunities 100 S. Grant St West Lafayette, IN 47907	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist

		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
29	St. Ambrose College Heather Stocking 518 W. Locust Davenport, IA 52803 563-333-4339	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician

		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
30	Talent Dynamics Christina Hedding 600 Las Colinas Blvd Ste 100 Irving, TX 75039	0	Reporter
		0	Weekend Sports Reporter
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
31	The Art Institute of Fort Lauderdale LuWin Sanchez Career Advisor 1799 17 th Street Fort Lauderdale, FL 33316 954-308-2615	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
32	University of Dubuque Department of Student Life Sandy Steuer 2000 University Ave 2 nd Floor of Peters	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer

		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
34	Women's Information Network Job Placement Office 11 Dupont Circle NW Washington, DC 20036 202-387-7200 -> taken off mailing list per e-mail request on 8/24/11	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager
35	Sinclair Broadcast Group www.sbgi.net Sharon Pickeral 10706 Beaver Dam Rd. Cockeysville, MD 21030 410.568.1517	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		1	Photographer
		0	Production Assistant
		2	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager

		0	General Sales Manager
37	Internal Applicants KGAN-TV 600 Old Marion Rd. NE Cedar Rapids, IA 52402 Kitty Wicher 319.730.3428	0 1 2 6 0 1 0 0 1 5 1 0 2 1 4 1 1 1 1 1 3 1 1 0 0 0 0 2 1 3 2 1	Reporter Weekend Sports Reporter General Manager Commercial Production Assistant (2) Photographer Production Assistant Managing Editor Multi Media Journalist Multi Media Journalist Commercial Production Assistant Production Assistant Local Sales Manager Newscast Producer (2) Producer Senior Promotion Producer Producer Chief Engineer Master Control Operator Assistant Chief Engineer Director Technical Production Traffic Copy Coordinator Production Assistant Photographer (4) Local Sales Assistant Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Master Control Operator (2) Engineering Technician Director Technical Production Production Assistant (2) Account Executive General Sales Manager
38	Employee Referrals	1 0 0 0 1 0 0 1 0 1 0 2 1 0 1 0 0 0 0	Reporter Weekend Sports Reporter General Manager Commercial Production Assistant (2) Photographer Production Assistant Managing Editor Multi Media Journalist Multi Media Journalist Commercial Production Assistant Production Assistant Local Sales Manager Newscast Producer (2) Producer Senior Promotion Producer Producer Chief Engineer Master Control Operator Assistant Chief Engineer

		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		1	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		3	Account Executive
		0	General Sales Manager
41	www.iowajobs.org	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)

		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		1	Multi Media Journalist
		2	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		1	General Sales Manager
44	www.medialine.com	0	Reporter
		0	Weekend Sports Reporter
		0	General Manager
		0	Commercial Production Assistant (2)
		0	Photographer
		0	Production Assistant
		0	Managing Editor
		0	Multi Media Journalist
		0	Multi Media Journalist
		0	Commercial Production Assistant
		0	Production Assistant
		0	Local Sales Manager
		0	Newscast Producer (2)
		0	Producer
		0	Senior Promotion Producer
		0	Producer
		0	Chief Engineer
		0	Master Control Operator
		0	Assistant Chief Engineer
		0	Director Technical Production
		0	Traffic Copy Coordinator
		0	Production Assistant
		0	Photographer (4)
		0	Local Sales Assistant
		0	Multi Media Journalist
		0	Anchor/Reporter (2)
		0	Promotion Coordinator
		0	Master Control Operator (2)
		0	Engineering Technician
		0	Director Technical Production
		0	Production Assistant (2)
		0	Account Executive
		0	General Sales Manager

45	www.spotsndots.com	0 0	Local Sales Manager General Sales Manager
46	Bradley University *candidate indicated as source, however station does not utilize*	1	Local Sales Manager
47	Monster.com *candidate indicated as source, however station does not utilize*	1	Account Executive
48	google.com *candidate indicated as source, however station does not utilize*	1	Photographer (4)

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 10/1/10 to 9/30/11

Station Comprising Station Employment Unit KGAN

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KGAN

Type of Activity Under New EEO Rule:

INTERNSHIP PROGRAM

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with technical schools, universities and colleges to promote the station as a prospective employer.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

KGAN-TV had 7 interns during this period. These interns came to us from University of Iowa, Iowa City, IA (5), Mt. Mercy University, Cedar Rapids, IA (1), Western Illinois University, Macomb, Illinois (1).

Any person interested in internship opportunities should contact the station for more details.

TRAINING

SBG, Inc and its station KGAN are equal opportunity employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for discrimination and appropriate workplace behavior including workplace harassment to its employees.

Workplace harassment training will be provided to all **new** employees upon hire. New employees will be registered for the *Workplace Harassment: Recognizing and Preventing Harassing Behaviors* course as well as the *Sinclair Broadcast Group Code of Business Conduct and Ethics* course. Additionally, all existing employees were also required to complete these courses by May 31, 2010. All existing Managers and newly hired or promoted managers and supervisors were required to complete a different course: *Workplace Harassment: Recognizing and Preventing Harassing Behavior - Managers Edition*. Additionally, all Training should be completed within the first 90 days of employment or promotion into a supervisory/managerial position.

EDUCATIONAL EVENT

Date of Station Participation: 12/08/2010

Participating Employee: Tiffany O'Donnell, Anchor

Sponsor of Activity: Lisa Neff, Media Specialist, Erskine Elementary School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour", Tiffany hosted a group of 4th and 5th graders from Erskine Elementary School who participate in the school's journalism unit. She showed them all aspects from news, to commercial production, and master control and talked about her daily duties as news anchor. The students also watched a live newscast.

EDUCATIONAL EVENT

Date of Station Participation: 01/15/2011

Participating Employee: Phillip Plats, Director Technical Production & Greg Stuart, Programming Director KFXA & Braedan Garrett, Editor

Sponsor of Activity: Xavier High School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour", the students came to the station to tape their newscast as part of their participation in the state speech competition. They learned how to operate news production equipment and about the variety of careers in the broadcasting industry.

EDUCATIONAL EVENT

Date of Station Participation: 03/09/2011

Participating Employee: Tiffany O'Donnell, Anchor

Sponsor of Activity: Erskine Elementary School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour", Tiffany gave students that participate in the school's media program a tour of the newsroom and the studio. She talked about her career as an anchor. The students also watched a live newscast.

EDUCATIONAL EVENT

Date of Station Participation: 03/18/2011

Participating Employee: Tiffany O'Donnell, Anchor

Sponsor of Activity: Springville Elementary Schools, Springville, IA

Brief Description of Activity and Station Participation: "Career Day", Tiffany visited with K-5 graders about her career as a journalist. She presented and then took questions from the students

EDUCATIONAL EVENT

Date of Station Participation: 08/25/2011

Participating Employee: Scott Picken, News Director

Sponsor of Activity: Paul Jensen, University of Iowa, Journalism Department, Iowa City, IA

Brief Description of Activity and Station Participation: "University of Iowa Journalism Class Career Opportunities", Scott was asked to speak to University of Iowa Journalism class about career opportunities in journalism and also the value of internships. This was followed up with one-on-one and group sessions with students discussing individual goals, needs and strategies for attaining future employment in the broadcast journalism field.

JOB FAIR

Date of Station Participation: 10/21/2011

Participating Employee: Greg Stuart, Programming Director KFXA

Sponsor of Activity: Frank Rubero, Iowa Works, Cedar Rapids, IA

Brief Description of Activity and Station Participation: “Job Fair”, Greg participated the Fall 2010 Job Fair sponsored by Iowa Works, the State of Iowa Employment Agency located in Lindale Mall, Cedar Rapids. KGAN/KFXA was one of 69 employers and service providers represented at the fair. The Job Fair was attended by over 700 job seekers with a variety of backgrounds and abilities. Information regarding employment opportunities was distributed to over 70 job seekers at the event.

JOB FAIR

Date of Station Participation: 02/08/2011

Participating Employee: Carissa Karr, Community Outreach & Brittney Hibbs, Reporter

Sponsor of Activity: University of Iowa, Iowa City, IA

Brief Description of Activity and Station Participation: “Job Fair”, Carissa and Brittney talked with students about careers in communication and working at KGAN & KFXA. They informed students about the importance of intern ships before graduation.