KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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
Sales Account Associate Open Date: 3/18/2025 Hire Date: 3/2/2026	3-4, 6-8, 10, 13, 18-28, 30-31, 33-48	4
Broadcast Technical Director Open Date: 7/31/2025 Hire Date: 10/1/2025	2-8, 10-11, 13, 15-16, 18-19, 21, 23-28, 30, 33-48	5
Photographer Editor Open Date: 8/22/2025 Hire Date: 11/10/2025	2-3, 6-13, 15-16, 18-19, 21-28, 30, 33-48	22
Meteorologist Open Date: 9/10/2025 Hire Date: 6/1/2026	2-4, 6-8, 10-11, 13-16, 18-19, 21, 23-28, 30, 32-48	4
Photographer Editor Open Date: 9/11/2025 Hire Date: 11/4/2025	2-4, 6-8, 10-11, 13, 15-16, 18-19, 21-28, 30, 33-48	22
Local News Producer Open Date: 9/15/2025 Hire Date: 1/19/2026	2-4, 6-8, 10-11, 13-16, 18-19, 21, 23-28, 30, 33-48	14
News Producer Open Date: 9/22/2025 Hire Date: 11/3/2025	2-4, 6-8, 10-11, 13, 18-19, 21-28, 30, 33-48	4
Account Executive Open Date: 10/9/2025 Hire Date: 7/20/2026	2-4, 6-8, 10-11, 13, 15-16, 18-19, 21-28, 30, 33-48	4
Newscast Director Open Date: 10/14/2025 Hire Date: 11/17/2025	2-8, 10-11, 13, 18-19, 21, 23-28, 30, 33-48	4
Weekend Sports Anchor Reporter Open Date: 10/23/2025 Hire Date: 3/2/2026	2-4, 6-8, 10-11, 13, 15-16, 18-19, 21, 23-28, 30, 33-48	4
Newscast Director Open Date: 10/27/2025 Hire Date: 2/9/2026	2-4, 6-8, 10-11, 13, 15-16, 18-19, 21-28, 30, 32-48	22
Business & HR Manager Open Date: 11/21/2025 Hire Date: 2/23/2026	2-4, 6-8, 10-13, 15-16, 18-19, 21-28, 30, 33-48	12
Director of Engineering Open Date: 11/24/2025 Hire Date: 1/12/2026	2-8, 10, 13, 18-19, 21, 23-28, 30, 33-37, 39-48	5
News Intern (Summer 2026) Open Date: 1/20/2026 Hire Date: 5/31/2026	2-4, 6-8, 10-11, 13, 15-16, 18-19, 21-28, 30, 33-48	4

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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News Intern (Summer 2026) Open Date: 1/20/2026 Hire Date: 5/25/2026	2-4, 6-8, 10-11, 13, 15-16, 18-19, 21-28, 30, 33-48	4
News Intern (Summer 2026) Open Date: 1/20/2026 Hire Date: 5/25/2026	2-4, 6-8, 10-11, 13, 15-16, 18-19, 21-28, 30, 33-48	22
IT Manager Open Date: 1/27/2026 Hire Date: 4/26/2026	1-8, 10, 12-13, 18-19, 21-22, 24-28, 30, 33-48	5
Multimedia Journalist Open Date: 3/10/2026 Hire Date: 6/1/2026	2-4, 6-8, 10, 13, 18-19, 21-22, 24-28, 30, 33-48	4
Assistant Creative Services Director Open Date: 4/16/2026 Hire Date: 7/25/2026	2-8, 10-11, 13, 15-19, 21, 23-28, 30, 33-48	5
Producer Open Date: 5/19/2026 Hire Date: 6/29/2026	3-4, 6-8, 10, 13, 17-19, 21-30, 33-48	29
Sales Account Associate Open Date: 5/22/2026 Hire Date: 6/22/2026	3-4, 6-8, 10, 13, 17-19, 21, 23-28, 30, 33-48	4
Producer Open Date: 7/14/2026 Hire Date: 9/7/2026	4, 6-8, 10, 13, 17-19, 21-28, 30, 33-48	4
Commercial Producer Open Date: 7/14/2026 Hire Date: 9/14/2026	4, 6-8, 10, 13, 17-19, 21-28, 30, 33-48	22

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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	602 Communications 1011 Lyndhurst Falls Ln Knightdale, North Carolina 27545 Phone : (919) 280-8224 Email : gnewell@602tv.graemenewell.com Career Services	N	0
2	Ball State University 2000 W. University Ave. Muncie, Indiana 47306 Phone : 765-285-1522 Career Services Manual Posting	N	0
3	Bates College 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Ken Witkoe Manual Posting	N	0
4	Careers.HearstTelevision.com 214 N. Tryon St Hearst Tower Charlotte, North Carolina 28202 Phone : 704-348-8000 Url : http://careers.hearsttelevision.com Email : htv.careers@hearst.com Career Services	N	46
5	Current Employee	N	6
6	DMACC (Des Moines Area Community College) 2006 S. Ankeny Blvd., Bldg #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmacc.edu Email : careers@dmacc.edu Sara Moore	N	0
7	Drake University 2507 University Des Moines, Iowa 50311 Phone : 515-271-3721 Url : http://www.drake.edu/career Debra Setterdahl Manual Posting	N	0

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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
8	El Enfoque 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : Elenfoque@aol.com Mario Moralies	N	0
9	Employee Referral	N	1
10	Grandview College 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 515-263-6063 Url : http://www.gvc.edu/ Amy Abram Manual Posting	N	0
11	Greater Des Moines Partnership 700 Locust St., Ste. 100 Des Moines, Iowa 50309 Phone : (515) 286-4950 Url : http://careers.seizedesmoines.com/accounts/log-in Career Center Manual Posting	N	0
12	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Jason Steklof Manual Posting	N	3
13	Indiana University 1320 E. 10th St. Bloomington, Indiana 47405 Phone : (812) 855-5234 Career Services Manual Posting	N	0
14	Internal Candidate	N	2
15	Iowa Broadcasters Association P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Url : http://www.iowabroadcasters.com/ Mark Osmundson Manual Posting	N	0

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Iowa State University 1750 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-9490 Url : http://www.iastate.edu/ Judy Brayton Manual Posting	N	0
17	Iowa Workforce Development 1000 East Grand Avenue Des Moines, Iowa 50319 Phone : 888-848-7442 Career Services Manual Posting	N	0
18	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : (515) 255-0212 Url : http://www.islamiccenterdm.com/ Email : icdm.support@gmail.com Career Services	Y	0
19	JournalismJobs.com On-line computer site Berkeley, California Phone : 510-653-1521 Url : http://www.journalismjobs.com Email : contact@journalismjobs.com Career Services	N	0
20	Kansas University 1450 JayHawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7400 Url : http://www.ku.edu/ Email : kucareer@ku.edu Fax : 1-785-864-5318 Career Services	N	0
21	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : info@LatinosUnidosofIowa.org Lena Avila Robinson	N	0

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	31
23	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
24	Miami University 550 E. Spring St. Oxford, Ohio 45056 Phone : 513-529-3831 Career Services Manual Posting	N	0
25	Michigan State University 556 E. Circle Drive East Lansing, Michigan 48824 Phone : (517) 355-9510 Career Services Manual Posting	N	0
26	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
27	Ohio State University 1640 Neil Avenue Columbus, Ohio 43210 Phone : 614-688-3898 Career Services Manual Posting	N	0

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Ohio University 533 Baker University Center Athens, Ohio 45701 Phone : 740.593.2909 Career Services Manual Posting	N	0
29	Previous Employee	N	1
30	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
31	Showbizjobs.com 3579 E. Foothill Blvd. Pasadena, California 91107 Phone : 626-798-4533 Url : https://www.showbizjobs.com/(626) 798-4533 Career Services	N	1
32	Showbizjobs.com 3579 E. Foothill Blvd. Pasadena, California 91107 Phone : 626-798-4533 Url : https://www.showbizjobs.com/(626) 798-4533 Career Services	N	2
33	Simpson College 701 N. C St. Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0
34	Southern Illinois University 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Career Services Manual Posting	N	0

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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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	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 1-800-374-0119 Url : http://www.jobs@tvjobs.com Email : jobs@tvjobs.com Randy Tatano	N	0
36	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2000 Career Services Manual Posting	N	0
37	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
38	University of Illinois Urbana-Champaign 715 S Wright St Champaign, Illinois 61820 Phone : 217 333-0820 Career Services Manual Posting	N	0
39	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.myinterfase.com/uiowa Jerry Paschal Manual Posting	N	0
40	University of Kansas 1300 Sunnyside Avenue Lawrence, Kansas 66045 Phone : 785-864-3624 Career Services Manual Posting	N	0

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859.257.2746 Career Services Manual Posting	N	0
42	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Phone : (734) 764-7460 Career Services Manual Posting	N	0
43	University of Minnesota 222 Pleasant St SE Minneapolis, Minnesota 55455 Phone : 612-624-7577 Career Services Manual Posting	N	0
44	University of Missouri 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.journalism.missouri.edu/careers Email : career@missouri.edu Career Services	N	0
45	University of Nebraska 1400 R Street Lincoln, Nebraska 68588 Phone : (402) 472-7211 College Recruiter Manual Posting	N	0
46	University of Wisconsin-Madison 1000 Bascom Mall Madison, Wisconsin 53706 Phone : (608) 262-1755 Career Services Manual Posting	N	0

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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	Western Kentucky University 1906 College Heights Blvd. Bowling Green, Kentucky 42101 Phone : 270-745-3095 Career Services Manual Posting	N	0
48	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**93**

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/23/2025	Participation in events or programs sponsored by educational institutions	In October 2025, KCCI Meteorologist, Zane Satre spoke to a kindergarten class at Brubaker Elementary School to explain what it is Meteorologists do.	1	Meteorologist
2	11/6/2025	Participation in events sponsored by organizations representing the community	KCCI hosted students participating in the AAF of Des Moines Agency Crawl. Students from DMACC, Drake University, Iowa State University, and Grand View University toured the station and were able to engage with department heads on their role in advertising in local media.	3	General Sales Manager Creative Services Director News Director
3	11/7/2025	Participation in events or programs sponsored by educational institutions	On Friday, November 11th, KCCI News Director went to the University of Iowa to speak with students who work on the Daily Iowan. Afterwards, she conducted interviews with students who are interested in summer internships at KCCI.	1	News Director
4	11/10/2025	Participation in events or programs sponsored by educational institutions	In November 2025, KCCI Meteorologist, Zane Satre spoke to students at Nevada High School enrolled in the iJAG (Iowa Jobs for America's Graduates) program. This program is designed to deliver career development programming, including leadership training, career education, and employer engagement. Zane spoke to the students about careers in meteorology and showed them KCCI's Storm Chaser vehicle.	1	Meteorologist
5	12/9/2025	Participation in events or programs sponsored by educational institutions	In December 2025, KCCI Meteorologist, Zane Satre spoke to students at Stowe Elementary about what it is meteorologists do and how they forecast the weather.	1	Meteorologist
6	1/15/2026	Participation in events or programs sponsored by educational institutions	In January 2026, KCCI Meteorologist, Zane Satre spoke to 1st grade students at Eagle Grove Elementary about how a TV meteorologist forecasts the weather and explains it to people.	1	Meteorologist

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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7	2/11/2026	Participation in events or programs sponsored by educational institutions	On Thursday, February 11th KCCI's assistant news director participated in a speed networking and internship fair at Drake University for the school of Journalism and Mass Communication. The event allows students in journalism to connect with potential employers.	1	Assistant News Director
8	2/12/2026	Participation in events or programs sponsored by educational institutions	On Thursday, February 12, 2026, KCCI assignment manager participated in a speed networking event hosted by University of Iowa's School of Journalism and Mass Communication.The networking event serves as an opportunity for students to meet professionals from media industries, gain advice and insights, and potentially find future career opportunities in a speed-dating format.	1	Assignment Manager
9	3/2/2026	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. These sales development program is a comprehensive 10–12-month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	4	Sales Account Associate Sales Account Associate General Sales Manager Local Sales Manager
10	3/10/2026	Participation in events or programs sponsored by educational institutions	In March 2026, KCCI Meteorologist, Zane Satre spoke to 8th grade students at Adel Desoto Minburn Middle School about the physics of weather, how to forecast it, and gave a tour of the KCCI's Storm Chaser vehicle.	1	Meteorologist

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	3/11/2026	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE/Hearst Learning. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company.	31	Account Executive Master Control Operator Account Executive Master Control Operator
12	3/26/2026	Participation in events or programs sponsored by educational institutions	On Thursday, March 26th department heads from KCCI participated in an "Internship Discovery Day" organized by the Greenlee School of Journalism at Iowa State. The event allowed for students from the journalism and communication school to learn about KCCI and potential internship opportunities.	3	New Director General Sales Manager Creative Services Director
13	4/6/2026	Establishment of a mentoring program	Beginning on April 6, 2026, Heart Television offered a 6-month mentorship program. The goal was to build productive relationships across the company. Employees benefited through career development support, by working in a diverse and inclusive environment, and through Hearst Television's leadership value of helping others succeed. KCCI had 25 participants in the mentorship program who were either "Mentors" or Mentees." Meeting in person at the station or via Teams with employees from other stations, they discussed career objectives, offered advice, and discussed their station projects.	25	General Sales Manager President & General Manager Anchor Reporter Master Control Operator
14	4/13/2026	Participation in events or programs sponsored by educational institutions	On April 13th, 2026, KCCI News Anchor, Eric Hanson spoke at Winterset Junior High to talk with approximately 110 seventh-grade social studies students about careers in broadcasting and the impact of community service. Specifically, Eric shared his experience on reporting in South Africa with Meals from the Heartland.	1	News Anchor

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	4/14/2026	Participation in events or programs sponsored by educational institutions	On April 14th, KCCI Operations Manager hosted a group from Norwalk Middle School to tour the station and give the students insight on careers in broadcasting and the operations of a news station.	1	Operations Manager
16	4/14/2026	Participation in events or programs sponsored by educational institutions	In April 2026, KCCI Meteorologist, Zane Satre, spoke to 3rd graders at Runnells Elementary School about the work of meteorologists and how they cover severe weather.	1	Meteorologist
17	4/15/2026	Participation in events sponsored by organizations representing the community	On Wednesday, April 15, 2026, Anchor Reporter Eric Hanson gave a presentation to the Encore Group at the Lutheran Church of Hope. A group of 350 adults attended and learned about the broadcasting business, KCCI, and Eric showed several stories and answered questions.	1	Anchor Reporter
18	4/24/2026	Participation in events or programs sponsored by educational institutions	KCCI Regional Audience Insights & Analytics Director serves on the National Advisory Committee for the School of Journalism at Drake University. The committee meets twice a year to discuss recruitment, retention, and future employment in journalism. On April 24, 2026, the committee held its latest meeting.	1	Regional Audience Insights & Analytics Director
19	5/8/2026	Participation in events or programs sponsored by educational institutions	In May 2026, KCCI Meteorologist, Zane Satre spoke to 6th grade students at Brody Middle School about natural disasters, how meteorologists predict them, and then communicate about them to people. He also provided a tour of KCCI's Storm Chaser vehicle.	1	Meteorologist
20	5/11/2026	Participation in events or programs sponsored by educational institutions	In May of 2026, KCCI Meteorologist, Zane Satre visited Perry Elementary to talk to 1st grade students about the science of weather and how meteorologists use it to predict and cover it. He also showed students the inside of the Storm Chaser.	1	Meteorologist

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	5/18/2026	Participation in events or programs sponsored by educational institutions	KCCI hosted 13 students from Mount Olive Lutheran School for a visit, to observe broadcasters at work, and for a station tour. Attendees spoke with Anchor Reporter, Jodi Long, Meteorologist Zane Satre, and Newscast Director, Benjamin Weber to learn what a day in the life of their jobs look like.	3	Anchor Reporter Meteorologist Newscast Director
22	5/26/2026	Participation in events or programs sponsored by educational institutions	In May 2026, KCCI meteorologist Zane Satre spoke with groups of elementary-age students at Irving Elementary School during Career Day, providing information about careers in meteorology.	1	Meteorologist
23	6/8/2026	Establishment of an intern program designed to assist members of the community	During June of 2026 through August of 2026, KCCI-TV and its news department welcomed three students from Simpson College, University of Iowa, and Iowa State University. These 3 students participated in the station's summer internship program. Throughout the summer, the interns had the opportunity to shadow reporters on daily assignments, write and edit packages, produce newscasts, be coached on how to become a multimedia journalist, and develop digital journalism skills.	5	News Director Assistant News Director Digital Media Manager Sports Director
24	6/22/2026	Establishment of training programs for station personnel	From June 22 through June 25, 2026, one Hearst Television News employee was a student in the 22nd annual Producer Academy's "Master Class."	1	Executive Producer
25	9/17/2026	Participation in events or programs sponsored by educational institutions	On Thursday, September 17, 2026, KCCI General Sales Manager participated in a career fair at Iowa State University for students who are interested in careers in sales.	1	General Sales Manager

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
26	9/30/2026	Provision of training to management	Participants in the Diversity, Equity, and Inclusion (DEI) workshop learned the definition of diversity, equity, and inclusion, how to understand and articulate why DEI matters and how to recognize unconscious bias to effectively manage blind spots. Various activities were completed throughout the workshop to provide further understanding of these learning objectives. Included in the takeaways are various ways hiring managers can implement their learnings into the hiring process and into their current management style to foster an inclusive workplace culture.	7	President & General Manager News Director General Sales Manager Business Manager