

**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist Account Executive Open Date: 3/19/2021 Hire Date: 10/3/2021	5-9, 11-12, 15-17, 19-20, 22, 25, 28-29, 32-33, 35, 37, 42-43, 46	5
Producer Open Date: 4/20/2021 Hire Date: 10/1/2021	1-2, 4-5, 7-9, 11-13, 15-22, 25, 28-29, 32-33, 35, 37, 42-43, 46	13
Multimedia Journalist Account Executive Open Date: 6/21/2021 Hire Date: 10/24/2021	1, 3-5, 7-9, 11-12, 14-20, 22-29, 31-32, 34-46	5
Technical Director Open Date: 6/25/2021 Hire Date: 11/14/2021	3-4, 6-9, 11-20, 22-32, 34-46	6
Sales Account Associate Open Date: 8/5/2021 Hire Date: 5/17/2022	1, 3-5, 7-9, 11-12, 14-20, 22-29, 31-32, 34-46	5
Executive Producer Open Date: 8/24/2021 Hire Date: 1/18/2022	1-5, 7-12, 14-20, 22-29, 31-46	10
Assistant News Director Open Date: 8/30/2021 Hire Date: 10/31/2021	1-9, 11-12, 14-20, 22-29, 31-46	6
Digital Editor Open Date: 9/15/2021 Hire Date: 11/30/2021	1, 3-9, 11-12, 14-20, 22-29, 31-32, 34- 46	5
Chief Photographer Open Date: 9/20/2021 Hire Date: 5/9/2022	1, 3-12, 14-20, 22-29, 31-32, 34-46	5
Meteorologist / Weather Reporter Open Date: 9/29/2021 Hire Date: 6/26/2022	1-9, 11-12, 14-29, 31-46	5
Multimedia Account Executive Open Date: 10/4/2021 Hire Date: 11/28/2021	1, 3-5, 7-9, 11-12, 14-20, 22-29, 31-32, 34-46	5
Technical Director Open Date: 10/11/2021 Hire Date: 11/2/2021	1, 3-5, 7-9, 11-12, 14-20, 22-32, 34-46	5
Multimedia Account Executive Open Date: 10/11/2021 Hire Date: 2/27/2022	1, 3-5, 7-9, 11-12, 14-20, 22-29, 31-32, 34-46	5
Executive Producer Open Date: 10/28/2021 Hire Date: 4/10/2022	1-5, 7-9, 11-12, 14-20, 22-29, 31-46	5

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Reporter Open Date: 11/30/2021 Hire Date: 3/8/2022	5, 7, 15-17, 20, 22, 28-30, 33, 35, 37, 46	5
Weekend Sports Anchor Open Date: 12/6/2021 Hire Date: 1/24/2022	3, 5-9, 11, 14-18, 20, 22, 28, 30, 33, 35, 37, 46	6
Technical Director Open Date: 12/10/2021 Hire Date: 2/21/2022	3-5, 7-9, 11-12, 14-20, 22-31, 33-46	5
Local Sales Manager Open Date: 12/22/2021 Hire Date: 1/1/2022	4-9, 11, 16-17, 20, 22, 25, 28-29, 31, 33, 35-37, 41-46	6
Digital Editor Open Date: 1/3/2022 Hire Date: 3/8/2022	3, 5, 7-9, 11-12, 16-17, 20, 22, 25, 28- 29, 31, 33, 35-37, 41-44, 46	5
IT Manager Open Date: 1/3/2022 Hire Date: 2/10/2022	3, 5, 7-9, 11-12, 14, 16-17, 19-20, 22- 29, 31, 33-46	5
Experienced Multimedia Sales Account Executive Open Date: 1/14/2022 Hire Date: 3/13/2022	5, 7-9, 11-12, 17, 20, 22, 24-25, 28-29, 31, 33, 35-38, 41, 43, 46	5
Producer Open Date: 1/20/2022 Hire Date: 6/5/2022	5, 7-9, 11-12, 14, 17, 19-20, 22, 24-25, 28-29, 31, 33, 35-39, 41, 43-46	5
Special Projects Producer Open Date: 1/20/2022 Hire Date: 3/28/2022	5, 7-9, 11-12, 14-15, 17, 19-20, 22, 24- 25, 28-29, 31, 33, 35-41, 43-46	5
Sports Reporter / MMJ Open Date: 1/21/2022 Hire Date: 6/20/2022	5, 7-9, 11-12, 14, 17-20, 22, 24-25, 28- 29, 31, 33, 35-41, 43-46	5
Technical Director Open Date: 2/11/2022 Hire Date: 8/6/2022	4, 6-9, 11-12, 14, 17, 19-20, 22, 24-25, 28-31, 33-46	6
Client Success Specialist Open Date: 2/18/2022 Hire Date: 5/1/2022	3-9, 11-14, 17, 19-20, 22, 24-25, 28-29, 31, 33, 35-46	5
Digital Client Specialist Open Date: 3/10/2022 Hire Date: 4/17/2022	3, 5-9, 11-12, 14-15, 17, 19-20, 22-29, 31, 33-46	6
Meteorologist / Weather Reporter Open Date: 3/22/2022 Hire Date: 6/22/2022	4-9, 11-12, 14-17, 19-20, 22-29, 31, 33- 46	6

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Assistant Chief Engineer Open Date: 3/28/2022 Hire Date: 5/30/2022	3-4, 6-9, 11-12, 14-20, 22-31, 33-46	6
Producer Open Date: 3/28/2022 Hire Date: 8/1/2022	3-5, 7-9, 11-12, 14-20, 22-29, 31, 33-46	5
Editor - Photographer Open Date: 4/4/2022 Hire Date: 5/7/2022	3, 6-9, 11-14, 16-17, 19-20, 22-29, 31, 33-46	6
Master Control Operator Open Date: 4/6/2022 Hire Date: 5/21/2022	1, 3-4, 6-9, 11-12, 14-20, 22-31, 33-46	6
Photographer Open Date: 4/8/2022 Hire Date: 7/6/2022	3-5, 7-14, 16-17, 19-20, 22-31, 33-46	5
Master Control Operator Open Date: 5/24/2022 Hire Date: 6/12/2022	1, 3-4, 6-9, 11-12, 14-20, 22-31, 33-46	6
IT Manager Open Date: 5/25/2022 Hire Date: 7/7/2022	1, 3-5, 7-9, 11-12, 14-20, 22-29, 31, 33- 46	5
Master Control Operator Open Date: 6/14/2022 Hire Date: 6/22/2022	1, 3-5, 7-9, 11-12, 14-20, 22-31, 33-46	5
Maintenance Technician Open Date: 6/17/2022 Hire Date: 7/11/2022	1, 3-5, 7-9, 11-12, 14-20, 22-31, 33-46	5

**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	Asian Association of Journalists 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaaja.org">http://www.aaaja.org</a> Career Services Manual Posting	N	0
3	Ball State University 2000 W. University Ave. Muncie, Indiana 47306 Phone : 765-285-1522 Career Services Manual Posting	N	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
5	Careers.HearstTelevision.com 214 N. Tryon St Hearst Tower Charlotte, North Carolina 28202 Phone : 704-348-8000 Url : <a href="http://careers.hearsttelevision.com">http://careers.hearsttelevision.com</a> Email : htv.careers@hearst.com Career Services	N	59
6	Current Employee	N	17
7	DMACC (Des Moines Area Community College) 2006 S. Ankeny Blvd., Bldg #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : <a href="https://go.dmacc.edu">https://go.dmacc.edu</a> Email : careers@dmacc.edu Sara Moore	N	0

**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
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8	Drake University 2507 University Des Moines, Iowa 50311 Phone : 515-271-3721 Url : <a href="http://www.drake.edu/career">http://www.drake.edu/career</a> Debra Setterdahl Manual Posting	N	0
9	El Enfoque 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : <a href="mailto:Elenfoque@aol.com">Elenfoque@aol.com</a> Mario Moralies	N	0
10	Former Employee	N	3
11	Grandview College 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 515-263-6063 Url : <a href="http://www.gvc.edu/">http://www.gvc.edu/</a> Amy Abram Manual Posting	N	0
12	Greater Des Moines Partnership 700 Locust St., Ste. 100 Des Moines, Iowa 50309 Phone : (515) 286-4950 Url : <a href="http://careers.seizedesmoines.com/accounts/log-in">http://careers.seizedesmoines.com/accounts/log-in</a> Career Center Manual Posting	N	0
13	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Jason Steklof Manual Posting	N	5
14	Indiana University 1320 E. 10th St. Bloomington, Indiana 47405 Phone : (812) 855-5234 Career Services Manual Posting	N	0

**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Iowa Broadcasters Association P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Url : <a href="http://www.iowabroadcasters.com/">http://www.iowabroadcasters.com/</a> Mark Osmundson Manual Posting	N	0
16	Iowa State University 1750 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-9490 Url : <a href="http://www.iastate.edu/">http://www.iastate.edu/</a> Judy Brayton Manual Posting	N	1
17	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : (515) 255-0212 Url : <a href="http://www.islamiccenterdm.com/">http://www.islamiccenterdm.com/</a> Email : <a href="mailto:icdm.support@gmail.com">icdm.support@gmail.com</a> Career Services	Y	0
18	JournalismJobs.com On-line computer site Berkeley, California Phone : 510-653-1521 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:contact@journalismjobs.com">contact@journalismjobs.com</a> Career Services	N	0
19	Kansas University 1450 JayHawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7400 Url : <a href="http://www.ku.edu/">http://www.ku.edu/</a> Email : <a href="mailto:kucareer@ku.edu">kucareer@ku.edu</a> Fax : 1-785-864-5318 Career Services	N	0
20	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : <a href="mailto:info@LatinosUnidosofIowa.org">info@LatinosUnidosofIowa.org</a> Lena Avila Robinson	N	0

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21	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	2
22	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
23	Miami University 550 E. Spring St. Oxford, Ohio 45056 Phone : 513-529-3831 Career Services Manual Posting	N	0
24	Michigan State University 556 E. Circle Drive East Lansing, Michigan 48824 Phone : (517) 355-9510 Career Services Manual Posting	N	0
25	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Url : <a href="http://www.northwestern.edu">http://www.northwestern.edu</a> Diane Siekmann Manual Posting	N	0
26	Ohio State University 1640 Neil Avenue Columbus, Ohio 43210 Phone : 614-688-3898 Career Services Manual Posting	N	0

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27	Ohio University 533 Baker University Center Athens, Ohio 45701 Phone : 740.593.2909 Career Services Manual Posting	N	0
28	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
29	Simpson College 701 N. C St. Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0
30	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	0
31	Southern Illinois University 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Career Services Manual Posting	N	0
32	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0



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33	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 1-800-374-0119 Url : <a href="http://www.jobs@tvjobs.com">http://www.jobs@tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Randy Tatano	N	0
34	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2000 Career Services Manual Posting	N	0
35	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting	Y	0
36	University of Illinois 715 S Wright St Champaign, Illinois 61820 Phone : 217 333-0820 Career Services Manual Posting	N	0
37	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : <a href="http://www.myinterfase.com/uiowa">http://www.myinterfase.com/uiowa</a> Jerry Paschal Manual Posting	N	0
38	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, 2021 - September 30, 2022**

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39	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859.257.2746 Career Services Manual Posting	N	0
40	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Phone : (734) 764-7460 Career Services Manual Posting	N	0
41	University of Minnesota 222 Pleasant St SE Minneapolis, Minnesota 55455 Phone : 612-624-7577 Career Services Manual Posting	N	0
42	University of Missouri 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : <a href="http://www.journalism.missouri.edu/careers">http://www.journalism.missouri.edu/careers</a> Email : <a href="mailto:career@missouri.edu">career@missouri.edu</a> Career Services	N	0
43	University of Nebraska 1400 R Street Lincoln, Nebraska 68588 Phone : (402) 472-7211 College Recruiter Manual Posting	N	0
44	University of Wisconsin 1000 Bascom Mall Madison, Wisconsin 53706 Phone : (608) 262-1755 Career Services Manual Posting	N	0

**KCCI-TV**  
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**October 1, 2021 - September 30, 2022**

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45	Western Kentucky University 1906 College Heights Blvd. Bowling Green, Kentucky 42101 Phone : 270-745-3095 Career Services Manual Posting	N	0
46	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>87</b>

**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/10/2021	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. This 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.	2	SAA SAA
2	11/15/2021	Provision of training to management	Station management participated in a training hosted by the corporate HR team which reviewed inclusion best practices for the LGBTQ+ community. This includes inclusion best practices during the recruitment process, onboarding process and during employment. Included in the training is a document hiring managers can reference as needed regarding this topic.	3	Chief Engineer Assistant Chief Engineer Creative Services Director
3	12/5/2021	Establishment of an intern program designed to assist members of the community	KCCI Sports Department had one student who participated from December 2021 to May of 2022 from Johnston High School. This student was involved in shooting video for stories that would air on our 6 pm & 10 pm newscasts as well as editing and creating "practice stories".	1	KCCI Sports Department
4	12/14/2021	Establishment of an intern program designed to assist members of the community	The student is a senior at Southeast Warren Jr-Sr High School, shadowed KCCI's Creative Services department on December 14, 2021. Toby has an interest in marketing and digital production. They met with several producers, who demonstrated our production process and answered questions.	4	Creative Services Director Assistant Creative Services Director Creative Services Creative Services

**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

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5	1/12/2022	Participation in Job Fairs	Drake University is hosting the next KEY meeting. It is a program connecting employers with area colleges and universities for workforce attraction. Every other month the group hosts free educational sessions. KEY in Des Moines is a division of the Urbandale Chamber of Commerce.	3	News Director General Sales Manager Assistant News Director
6	1/18/2022	Establishment of training programs for station personnel	Station personnel have access to a company inter learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well a self-led trainings. Topics include, communications 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.	3	Program Dir. & Executive Assistant Research Director Assistant News Director
7	1/21/2022	Participation in events sponsored by organizations representing the community	KCCI's head of production moderated a panel of alumni & current students discussing journalism career options & Drake University's SJMC specifically for about 20 high school students & parents. Discussion topics included memorable Drake University experiences that may have led to an internship or job. Why you find your work fulfilling. One piece of advice you'd offer a student beginning a career in your field today.	1	Head of Production
8	1/24/2022	Participation in events sponsored by organizations representing the community	Morning anchor participated in an event with The Iowa Pork Producers where they partnered with KCCI about the benefits of spending money with local shops and how KCCI has helped to get this message out. As Iowa's News Leader, KCCI encourages locals to apply for open positions at the station.	1	Morning Anchor

**KCCI-TV**  
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**October 1, 2021 - September 30, 2022**

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9	1/26/2022	Participation in events sponsored by organizations representing the community	Executive Producer was asked to speak at local Drake University on what it takes to be an Executive Producer. The journalism class was filled with 3rd & 4th year students who are looking to remain in the Des Moines area. Questions pertaining to internships and volunteering were asked.	1	Executive Producer
10	1/31/2022	Participation in events sponsored by organizations representing the community	KCCI News Anchor spoke to a local Rotary Club in Ames, Iowa about navigating through the television / newsroom industry as a Black woman and answered questions about social justice and equity.	1	Anchor
11	2/7/2022	Establishment of an intern program designed to assist members of the community	KCCI hosted 2 interns from February through end of May. Both interns were in the sports department and were supervised by the Sports Director. This internship is designed to integrate high school students into the daily expectations of working in our sports dept. The interns will cover stories, be a part of staff and newsroom meetings, as well as help to write the stories that air daily during sports.	2	Sports Director Sports Reporter
12	2/9/2022	Provision of training to management	Hearst Television General Managers participated in an hour-long EEO training session presented by legal counsel. Topics included background and updates on the current EEO regulatory environment for broadcasters, including developments around EEO Form 395-B; discussion of the requirements of the FCC's EEO rule, including methods of ensuring equal employment opportunity and preventing discrimination; and practical considerations related to EEO programs for broadcast employment units.	1	General Manager

**KCCI-TV**  
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**October 1, 2021 - September 30, 2022**

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13	2/10/2022	Provision of training to management	Hearst Television General Managers participated in a workplace diversity training event presented by Dr. Janet Reid, PhD and Vincent R. Brown titled, Diversity, Equity, and Inclusion Dialogue and Learning Session. The session focused on the various dimensions of diversity and several different strategies to achieve equality, equity and inclusion in the workplace. The session also addressed different communication strategies. The overall goal was to provide training to station executive management about methods of ensuring equal opportunities and inclusion in the workplace.	1	General Manager
14	2/17/2022	Participation in events or programs sponsored by educational institutions	News Director and Executive Producer met with prospective intern candidates at the University of Iowa and attended an Electronic Media class, answering questions from students.	2	News Director Executive Producer
15	2/22/2022	Participation in Job Fairs	Participated in a virtual Job Fair sponsored by Iowa State University's Journalism Department	1	News Director
16	3/3/2022	Participation in events or programs sponsored by educational institutions	sponsored by the Drake University American Marketing Association and the College of Business and Public Administration. The focus of the evening is to provide marketing students with experience in networking with marketing professionals.	2	General Sales Manager Digital Sales Manager

**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

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17	4/11/2022	Establishment of an intern program designed to assist members of the community	Summer 2022, KCCI welcomed an Emma Bowen Foundation Fellow to join their Creative Services department for 10 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media.	1	Creative Services Director Emma Bowen Fellow
18	4/14/2022	Participation in events sponsored by organizations representing the community	KCCI Meteorologist engaged with 100 5th graders from a local elementary about natural hazards in weather reporting and the education it takes to become a meteorologist.	1	Meteorologist
19	4/15/2022	Participation in events sponsored by organizations representing the community	KCCI Reporter shared her experiences about covering severe weather in Hawai'i and Iowa with a group of high school seniors who attended Earlham High School. Chief Meteorologist was also there to explain to students about what he looks for when he is forecasting the weather.	2	Chief Meteorologist Reporter
20	4/15/2022	Sponsorship of events in the community designed to increase public awareness	Our Managing Editor spoke at a conference of Iowa Public School Public Relations officials in Des Moines, Iowa. Items discussed covered the best way to cover stories from the Des Moines Public Schools. How to cover stories, best practices in sending press releases and then a Q & A about crisis communications.	1	Managing Editor



**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
21	4/15/2022	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Madison County Emergency Management and Homeland Security Director talked about the magnitude of the EF4 tornado that hit Madison County on March 5th. He was joined by KCCI Chief Meteorologist and KCCI News Report who recounted their experiences with storm reporting and the significance of the storm.	2	Chief Meteorologist Reporter
22	4/29/2022	Participation in Job Fairs	KCCI's Director of Research attended a Job Fair at Drake University in Des Moines, Iowa. There she interviewed future college graduates about positions available at KCCI and had conversations with students about being ready for the workforce and the collaboration recruiting effort between KCCI and Drake University.	1	Research Director
23	4/30/2022	Participation in events sponsored by organizations representing the community	One of our meteorologists participated in and helped to emcee the Annual American Heart Associate Heart Walk. This walk continues to be supported by KCCI and various anchors on a yearly basis. This event expected over 1000 participants.	10	Meteorologist News Director Assistant News Director Creative Services Director
24	6/1/2022	Establishment of an intern program designed to assist members of the community	KCCI had a student from Roosevelt High School in Des Moines who interned in photography. This student shadowed various photographers, learning how to use necessary equipment, and learned to shoot and edit video. This intern worked from June 1, 2022-July 31, 2022.	1	Sports Director

**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

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25	6/2/2022	Provision of training to management	Participants in the Diversity, Equity, and Inclusion (DEI) hosted by Dr. Janet Reid. 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.	6	President/GM News Director Sales Manager Chief Engineer
26	6/4/2022	Participation in events sponsored by organizations representing the community	KCCI sent 2 photographers to a conference in Nashville, Tennessee which highlighted the Best of Photojournalism Video Workshop and Awards Presentation	2	Chief Photographer Photographer
27	6/5/2022	Participation in scholarship programs	KCCI Sports Department had one student who participated from December 2021 to May of 2022 from Johnston High School. This student was involved in shooting video for stories that would air on our 6 pm & 10 pm newscasts as well as editing and creating "practice stories".	1	Sports Director
28	7/12/2022	Provision of training to management	IBA attorneys Elizabeth Spainhour and Patrick Cross of the Brooks Pierce law firm led this hour-long webinar, which refreshed everyone on the FCC's EEO rules and how to help stations stay up to date on the latest EEO developments.	1	Program Dir. & Executive Assistant

**KCCI-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

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29	8/27/2022	Participation in events sponsored by organizations representing the community	KCCI Anchor participated the Iowa Women's Hall of Fame ceremony where there were 5 new inductees into the Iowa Department of Human Rights Women's Hall of Fame. The KCCI anchor is known for his "This Is Iowa" series which is a locally produced show that highlights unique Iowans and their stories across the State of Iowa. One of inductees had a story done about her and her family 3 years ago. He referred to the way he spotlights Iowans just like these inspirational women in every story and he closed the program with a summary about how when you think about each inductee, these women are a representative of the phrase "This Is Iowa."	1	Anchor
30	9/8/2022	Participation in events or programs sponsored by educational institutions	KCCI Investigative Reporter is the keynote speaker at Martensdale St. Mary's High School. This speaking engagement was to 9-12th graders in their Journalism Classes. He explained about what classes are necessary at the college level, how to interview and write stories that grab the viewer. He spoke about how KCCI has high school interns that are interested in being on camera or even behind the camera as a photographer, or even in the Marketing Department to help create the promo's that everyone sees on tv.	1	Investigative Reporter