

EEO PUBLIC FILE REPORT

FULL-TIME POSITIONS FILLED IOWA PUBLIC TELEVISION, Johnston, IA Station KDIN (TV)

Date: October 1, 2015 to September 30, 2016

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	Senior Producer/Director	25-Jun-15	9-Oct-15	IPTV Internal Posting	2	1
				IPTV External Posting	0	
				IPTV Web Site	2	
				State of Iowa Jobs Page	0	
				The Des Moines Sunday Register	0	
				Careerbuilder.com	0	
				The Gazette	0	
				Quad City Times	0	
				Monster.com	0	
				Omaha World Herald	0	
				CPB Jobline, Corporation for Public Broadcasting	0	
				NETA online, National Educational Telecommunications Association	0	
				PBS Connect, Public Broadcasting Services	0	
				Vision Maker Media	0	
				Public Media Business Association	0	
				Current Newspaper -- print	0	
				Current Newspaper - online	0	
				Drake University	0	
				Iowa State University	0	
				University of Iowa	0	
				University of Northern Iowa	0	
				Iowa College Recruiting Network	0	
				Grinnell University	0	
1	Production Assistant	16-Jul-15	23-Oct-15	IPTV Internal Posting	0	
				IPTV External Posting	0	
				IPTV Web Site	2	
				The Des Moines Sunday Register	0	
				Careerbuilder.com	0	
				The Gazette	0	
				Quad City Times	0	
				American Institute of Graphic Arts	0	
				Omaha World Herald	0	
				Current Newspaper -- print	0	
				Current Newspaper -- online	0	
				CPB Jobline, Corporation for Public Broadcasting	0	
				NETA online, National Educational Telecommunications Association	0	

				PBS Connect, Public Broadcasting Services	0	
				Vision Maker Media	0	
				Iowa Commission on the Status of Women	0	
				Drake University	0	
				Iowa State University	0	
				University of Iowa	0	
				University of Northern Iowa	0	
				Iowa College Recruiting Network	0	
				Referrals	2	
				Internet/Electronic bulletin board	1	1
1	Producer/Director	26-Oct-15	12-Feb-16	IPTV Internal Posting	0	
				IPTV External Posting	0	
				IPTV Web Site	1	
				State of Iowa Jobs Page	0	
				The Des Moines Sunday Register	0	
				Careerbuilder.com	0	
				The Gazette	0	
				Quad City Times	0	
				PBS Connect, Public Broadcasting Services	0	
				CPB Jobline, Corporation for Public Broadcasting	0	
				Vision Maker Media	0	
				Broadcasting & Cable -- online	0	
				Current Newspaper - online	0	
				Public Media Business Association	0	
				Northwestern University	0	
				Drake University	0	
				Iowa State University	0	
				University of Iowa	0	
				University of Northern Iowa	0	
				Iowa College Recruiting Network	0	
				Cornell College	0	
				Luther College	0	
				Referrals	2	
				Internet/Electronic bulletin board	1	1
1	Transmitter Engineer Advanced	29-Aug-15	12-Feb-16	IPTV Internal Posting	2	
				IPTV External Posting	2	1
				IPTV Web Site	0	
				State of Iowa Jobs Page	0	
				The Des Moines Sunday Register	0	
				Careerbuilder.com	0	
				The Gazette	0	
				Quad City Times	0	
				Monster.com	0	
				Omaha World Herald	0	
				CPB Jobline, Corporation for Public Broadcasting	0	
				NETA online, National Educational Telecommunications Association	0	
				PBS Connect; Public Broadcasting Services (PBS)	0	
				Mason City Globe Gazette	0	
				Sioux City Journal	0	

				Current Newspaper -- print	0	
				Current Newspaper - online	0	
				TV Technology -- online	0	
				Broadcasting & Cable -- print	0	
				Broadcasting & Cable -- online	0	
				Newscheck Media	0	
				Society of Broadcast Engineers	0	
				Drake University	0	
				Iowa State University	0	
				University of Iowa	0	
				University of Northern Iowa	0	
				Iowa College Recruiting Network	0	
				Cornell College	0	
				Luther College	0	
				Simpson College	0	
1	Director of Educational Services	16-Mar-16	1-Jul-16	IPTV Internal Posting	1	
				IPTV External Posting	0	
				IPTV Web Site	3	
				State of Iowa Jobs Page	0	
				The Des Moines Sunday Register	0	
				Careerbuilder.com	0	
				The Gazette	0	
				Quad City Times	0	
				Monster.com	0	
				Sioux City Journal	0	
				Omaha World Herald	0	
				CPB Jobline, Corporation for Public Broadcasting	0	
				NETA online, National Educational Telecommunications Association	0	
				PBS Connect, Public Broadcasting Services	0	
				Association for Educational Communications and Technology	0	
				Current Newspaper -- print	0	
				Current Newspaper - online	0	
				Drake University	0	
				Iowa State University	0	
				University of Iowa	0	
				University of Northern Iowa	0	
				Iowa College Recruiting Network	0	
				Luther College	0	
				Simpson College	0	
				Referrals	2	
				Internet/Electronic bulletin board	1	1
1	Human Resources Associate	11-Jul-16	12-Aug-16	IPTV Internal Posting	1	
				IPTV External Posting	0	
				IPTV Web Site	0	
				State of Iowa Jobs Page	2	1
				The Des Moines Sunday Register	0	
				Careerbuilder.com	0	
				The Gazette	0	
				Omaha World Herald	0	
				Iowa College Recruiting Network	0	
				Luther College	0	

				Wartburg College	0	
1	Production Technician	1-Jun-16	30-Sep-16	IPTV Internal Posting	0	
				IPTV External Posting	0	
				IPTV Web Site	1	1
				State of Iowa Jobs Page	0	
				The Des Moines Sunday Register	0	
				Careerbuilder.com	0	
				The Gazette	0	
				Quad City Times	0	
				Omaha World Herald	0	
				NETA online, National Educational Telecommunications Association	0	
				PBS Connect, Public Broadcasting Services	0	
				Public Media Business Association	0	
				Current Newspaper -- print	0	
				Current Newspaper - online	0	
				Drake University	0	
				Iowa State University	0	
				University of Iowa	0	
				University of Northern Iowa	0	
				Iowa College Recruiting Network	0	
				Luther College	0	
				Referrals	1	

Recruitment Sources for Full Time Vacancies
Iowa Public Television
Date October 1, 2015 to September 30, 2016

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification?
1	Internal posting - IPTV Iowa Public Television PO Box 6450 Johnston, IA 50131	Email to IPTV staff Cindy Allen/(515)725-9823 cindy@iptv.org	6	
2	External posting -- IPTV Iowa Public Television PO Box 6450 Johnston, IA. 50131	Email to Everybody Group Cindy Allen/(515)725-9823 Humanresources@iptv.org		
3	IPTV Web site Iowa Public Television PO Box 6450 Johnston, IA 50131	www.iptv.org Cindy Allen/515-725-9823 email: Humanresources@iptv.org	11	
4	State of Iowa Jobs Page State of Iowa Dept. of Administrative Services Hoover State Office Building Des Moines, Iowa 50319	Post to Brass Ring, the system the State used to accept and process applications. Before posting, any recall applicants are identified. https://trm128.brassring.com/stateofiowa/?flag=0.7055475	2	None Requested
5	The Des Moines Sunday Register 715 Locust St. Des Moines, IA 50309	Kirk Kloepper Recruitment Key Account Manager 515-284-8038 kkloepper@gannett.com		None Requested
6	Careerbuilder.com The Des Moines Sunday Register 715 Locust St. Des Moines, IA 50309	Kirk Kloepper Recruitment Key Account Manager 515-284-8038 kkloepper@gannett.com		None Requested
7	The Gazette PO Box 511 500 Third Ave. SE Cedar Rapids, IA 52406- 0511	Camala Johnson email Camala.Johnson@corridorcareers.com 319-398-8335		None Requested
8	Quad City Times 500 E. 3rd St. Davenport, IA 52801	Jennifer Carter (563)383-2385 E-mail jcarter@qctimes.com		None Requested

9	Monster.com Quad City Times 500 E. 3rd St. Davenport, IA 52801	Jennifer Carter (563)383-2385 E-mail jcarter@qctimes.com	None Requested
10	Omaha World Herald 1314 Douglas St., Ste. 600 Omaha, NE 68102-1811	Mike Friedman Sales Representative (402)444-1450 E-mail: mike.friedman@owh.com	None Requested
11	Mason City Globe Gazette 300 N. Washington Mason City, IA 50401	Tricia Wilderman Recruitment Advertising Consultant (641) 421-0576 email: tricia.wilderman@globegazette.com	None Requested
12	Sioux City Journal PO Box 118 Sioux City, IA 51102	Robbie Schoenherr (702) 293-4302 email:rschoenherr@siouxcityjournal.com	None Requested
13	CPB Jobline Corp. for Public Broadcasting 401 Ninth St., NW Washington, DC 20004-2129	cpb.org/jobline (202) 879-9600	None Requested
14	NETA online National Educational Telecommunications Association Post Office Box 50008 Columbia, SC 29250	Maryanne Schuessler (803) 978-1579 E-mail: maryanne@netaonline.org	None Requested
15	Public Broadcasting Services 1320 Braddock Pl. Alexandria, VA 22314-1698	My PBS -- PBS Extranet -- post to job forum http://mypbs.org/secure/Home.aspx?destination=%2fDigitalWorkplace%2f%3fprofileid%3d360129543419	None Requested
16	Public Media Business Association 7918 Jones Branch Drive, Suite 300 McClean, VA 22102	John Chen, Managing Director info@pmbaonline.org	None Requested
17	TV Technology - online NewBay Media LLC 28 East 28th St., 12th Floor New York, NY 10016	Michele Inderrieden (703)852-4610 E-mail: minderrieden@nbmedia.com	None Requested

18	Broadcasting & Cable - print NewBay Media 28 E 28th St., 12th Fl. New York, NY 10016	Rebecca Trikur Advertising Account Manager 212-378-0455 Rtrikur@nbmedia.com	None Requested
18	Broadcasting & Cable - online NewBay Media 28 E 28th St., 12th Fl. New York, NY 10016	Rebecca Trikur Advertising Account Manager 212-378-0455 Rtrikur@nbmedia.com	None Requested
19	Society of Broadcast Engineers 9102 North Meridan Street, Suite 150 Indianapolis, IN 46260	http://www.sbe.org/sections/jl_submit .php	None Requested
20	Newscheck Media LLC 24 W Lancaster Ave., Suite 205 Ardmore, Pa. 19003-1349	http://www.tvnewscheck.com/classifie ds/info	None Requested
21	American Institute of Graphic Arts AIGA Iowa P.O. Box 41271 Des Moines, IA 50311	http://iowa.aiga.org/jobs/post-a- position/	None Requested
22	Vision Maker Media Native American Public Telecommunications 1800 No 33 St. Lincoln, NE 68503	Susan Hartmann Director of Communications shartmann@netad.uni.edu 402-472-8607	None Requested
23	Current Newspaper - print 6930 Carroll Ave., Ste 350 Takoma Park, MD 20912	(877)745-8776 x 1 jobs.current.org/employer/pricing	None Requested
24	Current Newspaper - online 6930 Carroll Ave., Ste 350 Takoma Park, MD 20912	(877)745-8776 x 1 jobs.current.org/employer/pricing	None Requested
25	Association for Educational Communications and Technology 320 W. 8th St., Ste. 101 Bloomington, IN. 47404- 3745	http://aect- jobs.careerwebsite.com/home/index.cf m?site_id=136 email: aect@aect.org Ph. 812-335-7675	None Requested

26	Iowa Commission on the Status of Women - Des Moines Chapter 321 E. 12th Lucas State Office Bldg. Des Moines, IA 50319	Leslie L. Garman E-mail women@iowa.gov	None Requested
27	Northwestern University 620 Lincoln St. Evanston, IL 60208	Dianne Siekmann Associate Director d-siekmann@northwestern.edu	None Requested
28	Drake University 2507 University Ave. Des Moines, IA. 50311	Annette Watson Liasion to the College of Business and Public Administration and School of Journalism and Mass Communication 201 Aliber Hall annette.watson@drake.edu 515-271-4715	None Requested
29	Iowa State University Career Services Ames, IA 50011	Career Services Management system online recruiting https://ecms.eng.iastate.edu	None Requested
30	University of Iowa 100 Pomerantz Center, Ste. C310 Iowa City, IA 52242	Career Center online recruiting http://www.careers.uiowa.ed/hireaha wk/	None Requested
31	University of Northern Iowa 102 Gilchrist Cedar Falls, IA 50614	Career Central Network online recruiting http://www.collegecentral.com/uni/	None Requested
32	Iowa College Recruiting Network 10 Merrill Park Circle, Suite B Grinnell, IA 50112	Valorie Larsson valorie.larsson@recruitiowagrad.com	None Requested
33	Cornell College Mount Vernon, Iowa	cornell-college@csm.symplicity.com	None Requested
34	Grinnell College Grinnell, Iowa	Grinnell Career Center	None Requested
35	Luther College Decorah, Iowa	Luther College Carrer Center email: career@luther.edu	None Requested
36	Simpson College Indianola, Iowa	careers@simpson.edu	None Requested
37	Wartburg College Waverly, Iowa	Career Services email: wartburgcollege@csm.smplicity.com	None Requested
37	Social Media	IPTV Facebook page/twitter	
38	Referrals		

EEO PUBLIC FILE REPORT
LONG-TERM INITIATIVES
IOWA PUBLIC TELEVISION, Johnston, IA
Station KDIN (TV)
Des Moines, IA

October 1, 2015 – September 30, 2016

FCC Menu Category

i. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.

IPTV Fulfillment:

IPTV staff participates in job fairs discussing careers in public broadcasting in general as well as specific job openings at the time of the job fair.

January 30, 2016 – Kristine Houston participated in the State of Iowa career fair booth at the I'll Make Me a World event. I'll Make Me a World in Iowa is a diverse collaboration of Iowans which highlights African-American arts, culture and contributions through education, awareness, and perseverance during an annual enrichment celebration and with continual educational outreach.

April 19, 2016 – Kristine Houston participated in the State of Iowa 2016 Career Fair held at the State Historical Museum.

September 24, 2016 – Kristine Houston participated in the State of Iowa career fair booth at the 2016 annual Latino Heritage Festival in Des Moines, Iowa. The Latino Heritage Festival celebrates the culture and traditions of U.S. residents who trace their roots to Spain, Mexico and the Spanish-speaking nations of Central America, South America and the Caribbean.

FCC Menu Category

v. Establishment of Internship Program

IPTV Fulfillment:

Iowa Public Television has a long-standing internship program for college and university juniors, seniors, and recent graduates providing students with an opportunity to learn and develop practical skills. There were nine college and university students that participated in IPTV's internship program. They worked in production and communications.

FCC Menu Category

vi. Participation in job banks, internet programs, and other programs designed to promote outreach general.

IPTV Fulfillment:

Iowa Public Television staff will go to schools to discuss careers in public broadcasting. Iowa Public Television offers a behind-the-scenes tour including studios,

producers/directors area, control room, scene shop, Iowa Communications Network classroom, film library. IPTV also offers youth an opportunity to volunteer through a Secondary Transition Employment Program (STEP).

Career Day

April, 2016 – Paul Yeager, producer/director, participated in the Altoona Elementary Career Day in April, 2016. He talked to four different classes about his roles on *Market to Market*, *IPTV Sports* and other programs at Iowa Public Television.

Tours

January 2016 – Dave Miller spoke with 27 students from Farm Bureau Young Farmers. Students were given an opportunity to view a production of *Market to Market* from video, control, and the studio.

February 2016 – Dave Miller and Patrick Boberg hosted a tour of 14 Waukee high school students who participate in a special class aimed at introducing high schoolers to professional experiences. They discussed the various fields in public broadcasting.

April 5 2016 – Dave Miller, Brent Willett, Taylor Shore provided a tour and spoke with 20 students from Hawkeye Community College about the various career opportunities involved in today's broadcasting.

April 8, 2016 – Dave Miller and Paul Yeager provided a tour and Q & A to 30 students from Centennial High School for their career day. They discussed college, what they studied, their degree, and the various career opportunities in broadcasting.

Des Moines Independent Community School District STEP Program

Iowa Public Television has partnered with the Des Moines Independent Community School District's Secondary Transition Employment Program (STEP) to provide volunteer opportunities for youth participating in the program. The STEP program serves 19-21 year olds who have graduated from high school with an Individual Education Plan (IEP) due to various disabilities and that haven't yet obtained employment. The goal of the STEP program is to help students find employment and develop life skills. The program currently serves 32 students. The volunteer program with Educational Services at Iowa Public Television provides an opportunity for the youth with no work experience to gain experience that they can then reference on resumes and on job applications. The STEP program provides transportation and job coach/teacher supervision for the students for their volunteer time at Iowa Public Television. For some of the volunteer positions the youth are interviewed by Iowa Public Television staff for the job. This enables them to gain experience with job interviews.

FCC Menu Category

viii. Training programs designed to enable station personnel to acquire skills that could qualify them for higher level employment.

IPTV Fulfillment:

Iowa Public Television employees have the opportunity to take classes through the State of Iowa Personnel Development Seminars and other vendors with courses covering business

skills, computer skills, communication and interpersonal skills, conflict management and negotiation, customer service, diversity and cultural competence, government and law, human resources, leadership development, process and organizational management, self-development, team development, and supervision. Employees are also given an opportunity to attend conferences and symposiums.

October 11-13, 2015 – ITEC conference attended by Virginia Peterson, Utilization Specialist

October 13-15, 2015 – Wisconsin Broadcast Clinic attended by Michael Stover, Assistant Director of Engineering and Verne Winter, Assistant Director of Engineering

October 25-31, 2015 – 2015 IEEE Broadcast Symposium attended by Bill Hayes, Director of Engineering

October 4-7, 2015 – NETA Professional Development Conference attended by Angela Hiatt, Utilization Specialist

November 8-11, 2015 – iNACOL Symposium attended by Bryan Bauer, Education Program Consultant

January 12, 2016 – Ethics of Leadership class attended by Michael Stover, Assistant Director of Engineering

March 22-March 23, 2016 – Human Resources training attended by Stephanie Bernard, Accountant 3 and Lori Smith, Business Office Manager

April 6, 2016 – Iowa 1:1 Institute attended by Bryan Bauer, Education Program Consultant, Abby Brown, Utilization Specialist, Tiffany Morgan, Education Program Consultant, and Virginia Peterson, Utilization Specialist

April 7-8, 2016 – Iowa Association of Alternative Education annual conference attended by Abby Brown, Utilization Specialist

April 15-23, 2016 – NAB attended by Michael Stover, Assistant Director of Engineering

April 10-25, 2016 – PBS technical conference and NAB attended by Bill Hayes, Director of Engineering, and Verne Winter, Assistant Director of Engineering

April 20-21, 2016 – Human Resources training attended by Stephanie Bernard, Accountant 3, and Lori Smith, Business Office Manager

May 16-18, 2016 – PBS annual meeting attended by Andrea Coyle, Senior Producer/Director, Andrew Batt, Senior Producer/Director, Angela Hiatt, Utilization Specialist, Charles Czech, Manager of Local Production, David Miller, Senior Producer/Director, Deb Herbold, Senior Producer/Director, Joseph Engessor, Info Tech Specialist 3, Justin Beaupre, Director of Programming and Production, Susan Ramsey, Director of Communications, Tonya Weber, Communications Manager, and Molly Phillips, General Manager

May 24, 2016 – Purposeful Communication and Teamwork Strategies attended by Phong Duong, Production Assistant, Susan Ramsey, Director of Communications, Allen Waterman, Info Tech Specialist 4, Bill Hayes, Director of Engineering, Shane Straka, Utilization Specialist, Tiffany Morgan, Education Program Consultant, Julie Knutson, Production Technician, Cameron McCoy, Producer/Director, Charles Czech, Manager of Local Production, Dave Miller, Senior Producer/Director, and Joshua Pronk, Accountant 2

May 31-June 3, 2016 – PMBA annual conference attended by Stephanie Bernard, Accountant 3

September 18-21, 2016 – NETA Professional Development Conference attended by Alisa Kroeze, Producer/Director, Angela Hiatt, Utilization Specialist, and Kenneth Harrison, Director of Educational Services

FCC Menu Category

vix. Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

IPTV Fulfillment:

Iowa Public Television supervisors take classes, webinars, and attend conferences relevant to diversity and equal opportunity employment.

January 7, 2016 – David Miller attended a From Interview to Hire class presented by the State of Iowa.

July 21, 2016 – Kristine Houston attended the Iowa's Mosaic Conference: An Inclusive Iowa: It Starts with You.

August - September, 2016 – Molly Phillips, Susan Ramsey, Bill Hayes, Justin Beaupre, Ken Harrison, Kristine Houston, Lori Smith, Verne Winter, Mike Stover, Chuck Czech, Becca Ketcherside, Deb Herbold, Laura Shannon, Dave Miller, Andrea Coyle, and Andrew Batt completed an Equal Employment Opportunity/Affirmative Action course.