

**EEO PUBLIC FILE REPORT**

**FOR**

**KCCI (TV)**

**This EEO Public File Report  
Covers the Period from  
October 1, 2020 – September 30, 2021**

## EEO Annual Public File Report

### KCCI (TV)

This EEO Public File Report is filed in Station KCCI's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the period from October 1, 2020 – September 30, 2021 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- \* The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hire for each full-time vacancy;
- \* The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- \* The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to:  
Steve Parrott, Business Manager  
KCCI (TV), 888 9th Street, Des Moines, IA 50309  
515-247-8888  
[sparrott@hearst.com](mailto:sparrott@hearst.com)

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**KCCI-TV**  
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**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: 10/8/2018 Hire Date: 5/23/2021	2, 4, 6-15, 17-20, 22-31, 35-36, 40-41, 43, 47-48, 50, 52, 57, 61	8
Political Producer Open Date: 9/20/2019 Hire Date: 5/31/2021	1, 3-4, 6-13, 15-19, 22-31, 35-37, 40, 43, 47-48, 50, 52, 57, 61	8
Maintenance Technician Open Date: 12/12/2019 Hire Date: 3/4/2021	4, 6-9, 11-13, 15, 18-19, 22, 24-28, 30- 31, 36-37, 40, 43-44, 47-48, 50, 57, 61	8
Sports Reporter/Multimedia Journalist Open Date: 2/6/2020 Hire Date: 8/15/2021	4, 6, 8-13, 15, 18-19, 22, 24-28, 30-31, 36-37, 40, 43, 47-48, 50, 52, 57-58, 61	8
Reporter Open Date: 2/28/2020 Hire Date: 2/1/2021	4, 6, 8-9, 11-13, 15, 18-20, 22-28, 30- 31, 36-37, 40, 43, 47-48, 50, 52, 57, 61	20
Multimedia Journalist Account Executive Open Date: 7/28/2020 Hire Date: 5/24/2021	4, 6, 8-9, 11-13, 15, 18-19, 22-23, 25- 28, 30-31, 36-37, 40, 43, 47-48, 50, 52, 57-58, 61	8
Anchor Reporter Open Date: 8/25/2020 Hire Date: 11/30/2020	4, 6, 8-9, 11-13, 15, 18-20, 22-23, 25- 28, 30-31, 36-37, 40, 43, 47-48, 50, 52, 57-58, 61	8
Multimedia Journalist Open Date: 9/21/2020 Hire Date: 11/30/2020	4, 8-9, 11-13, 15, 18-19, 22-23, 25-28, 30-31, 36, 40, 42-43, 47-48, 50, 52, 57- 58, 61	8
Producer Open Date: 9/23/2020 Hire Date: 1/18/2021	4, 8, 11-13, 15, 18-19, 22-23, 25-28, 30 -31, 36, 40, 43, 47-48, 50, 52, 57-58, 61	8
Multimedia Journalist Account Executive Open Date: 10/5/2020 Hire Date: 11/1/2020	10-13, 18-19, 22-23, 25, 27-28, 30, 40, 43, 47-48, 50, 52, 57-58, 61	10
Sales Account Associate- Entry Level Open Date: 10/27/2020 Hire Date: 3/21/2021	11-13, 18-19, 22-23, 25, 27-28, 30, 36, 40, 43, 46-48, 50, 52, 57-58, 61	46
Executive Producer Open Date: 10/28/2020 Hire Date: 3/16/2021	4, 6, 8-9, 11-13, 18-19, 22-23, 25-28, 30-31, 36, 40, 43, 47-48, 50, 52, 57-58, 61	8
Client Success Specialist Open Date: 11/4/2020 Hire Date: 12/21/2020	6, 11-13, 18-20, 22-23, 25, 27-28, 30, 36, 40, 43, 47-48, 50, 52, 57-58, 61	20
Photographer Open Date: 11/20/2020 Hire Date: 1/18/2021	6, 8, 11-13, 18-20, 22-23, 25-28, 30, 36, 40, 43, 47-48, 50, 52, 57-58, 61	8

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Chief Meteorologist Open Date: 2/17/2021 Hire Date: 6/30/2021	1, 4, 6, 8, 10-13, 18-19, 22-23, 25-28, 30, 36, 40, 43, 47-48, 50, 52, 57-58, 61	8
Producer Open Date: 3/31/2021 Hire Date: 6/6/2021	1, 4, 6, 8, 11-13, 18-19, 22-23, 25-28, 30, 36, 40, 43, 47-48, 50, 52, 57-58, 61	8
Sales Account Associate Open Date: 4/12/2021 Hire Date: 8/16/2021	1, 6, 8, 11-13, 18-19, 22-23, 25-28, 30, 36, 40, 43, 47, 50, 52, 57-58, 61	8
Commercial Producer Open Date: 4/29/2021 Hire Date: 6/21/2021	1, 4-6, 8, 10-13, 18-23, 25-28, 30, 32- 33, 36, 38-40, 43, 45, 47-61	20
Reporter / Multimedia Journalist Open Date: 6/4/2021 Hire Date: 7/14/2021	5, 8, 11-13, 18, 21-22, 25-28, 30, 32- 33, 36, 38-40, 43, 45, 47-52, 54-61	8
Technical Director Open Date: 6/9/2021 Hire Date: 9/1/2021	4-6, 8, 11-13, 18-19, 21-23, 25-28, 30, 32-36, 38-40, 43-45, 47-61	8
Meteorologist Open Date: 6/10/2021 Hire Date: 9/20/2021	1, 4-6, 8, 11-13, 18-19, 21-23, 25-28, 30, 32-33, 36, 38-40, 43, 45, 47-61	8
Producer / Assignment Editor Open Date: 7/13/2021 Hire Date: 8/9/2021	5-6, 8, 11-13, 18-19, 21-23, 25-28, 30, 32-33, 36, 38-40, 43, 45, 47, 49-61	8
Investigative Reporter Open Date: 7/28/2021 Hire Date: 8/23/2021	1, 4-6, 8, 11-13, 18-19, 21-23, 25-28, 30, 32-33, 36, 38-40, 43, 45, 47-61	8

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**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	American Advertising Federation 1101 Vermont Ave NW, Suite 500 Washington, District of Columbia 20005 Phone : (202) 898-0089 Url : <a href="https://www.aaf.org/(202) 898-0089">https://www.aaf.org/(202) 898-0089</a> Career Services	N	1
3	Ankeny Job Board 1631 SW Main Street Ankeny, Iowa 50023 Phone : 515-964-0685 Career Services Manual Posting	N	0
4	Asian Association of Journalists 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaja.org">http://www.aaja.org</a> Career Services Manual Posting	N	0
5	Ball State University 2000 W. University Ave. Muncie, Indiana 47306 Phone : 765-285-1522 Career Services Manual Posting	N	0
6	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 712-749-2440 Url : <a href="http://www.collegecentral.com/bvu">http://www.collegecentral.com/bvu</a> Lisa Taylor Manual Posting	N	0
8	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 : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services	N	64
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Current Employee	N	9
11	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 : <a href="mailto:careers@dmacc.edu">careers@dmacc.edu</a> Sara Moore	N	0
12	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
13	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
14	Employee Referral	N	3

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15	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
16	Former Employee	N	1
17	Glassdoor 100 Shoreline Hwy Building A Mill Valley, California 94941 Phone : 800-918-3229 Career Center Manual Posting	N	3
18	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
19	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
20	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Jason Steklof Manual Posting	N	9
21	Indiana University 1320 E. 10th St. Bloomington, Indiana 47405 Phone : (812) 855-5234 Career Services Manual Posting	N	0

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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	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
23	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	0
24	Iowa Works 1000 E. Grand Des Moines, Iowa 50319 Phone : 515-281-9600 Url : <a href="http://www.iowaworks.org">http://www.iowaworks.org</a> Career Services Manual Posting	N	0
25	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
26	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	1
27	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

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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	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : info@LatinosUnidosofIowa.org Lena Avila Robinson	N	0
29	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	6
30	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
31	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
32	Miami University 550 E. Spring St. Oxford, Ohio 45056 Phone : 513-529-3831 Career Services Manual Posting	N	0
33	Michigan State University 556 E. Circle Drive East Lansing, Michigan 48824 Phone : (517) 355-9510 Career Services Manual Posting	N	0
34	National Assoc of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-445-7100 Url : http://careerservices.nabj.org Career Services Manual Posting	N	0

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35	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20009 Phone : 202-662-7145 Url : nahj.org Career Services Manual Posting	N	0
36	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
37	NWT Group 2110 Elmwood Drive Bryan, Texas 77802 Phone : 817-987-3600 Email : ContactUs@NWTGroup.com Administrative Office	N	0
38	Ohio State University 1640 Neil Avenue Columbus, Ohio 43210 Phone : 614-688-3898 Career Services Manual Posting	N	0
39	Ohio University 533 Baker University Center Athens, Ohio 45701 Phone : 740.593.2909 Career Services Manual Posting	N	0
40	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0

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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	Seizedesmoines.com 700 Locust St., Ste. 100 Des Moines, Iowa 50309 Phone : 515-286-4950 Url : <a href="http://www.seizedesmoines.com/">http://www.seizedesmoines.com/</a> Email : <a href="mailto:info@desmoinesmetro.com">info@desmoinesmetro.com</a> Career Center	N	0
42	Showbizjobs.com 3579 E. Foothill Blvd. Pasadena, California 91107 Phone : 626-798-4533 Url : <a href="https://www.showbizjobs.com/(626)798-4533">https://www.showbizjobs.com/(626)798-4533</a> Career Services	N	1
43	Simpson College 701 N. C St. Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0
44	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">www.sbe.org</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Fax : 1-317-846-9120 Scott Jones	N	0
45	Southern Illinois University 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Career Services Manual Posting	N	0
46	Staffmeup.com 24307 Magic Mountain Parkway #297 Valencia, California 91355 Phone : .424-255-7621 Url : <a href="https://staffmeup.com/(424)255-7621">https://staffmeup.com/(424)255-7621</a> Career Services	N	1

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47	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
48	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 : jobs@tvjobs.com Randy Tatano	N	1
49	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2000 Career Services Manual Posting	N	0
50	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
51	University of Illinois 715 S Wright St Champaign, Illinois 61820 Phone : 217 333-0820 Career Services Manual Posting	N	0
52	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	University of Kansas 1300 Sunnyside Avenue Lawrence, Kansas 66045 Phone : 785-864-3624 Career Services Manual Posting	N	0
54	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859.257.2746 Career Services Manual Posting	N	0
55	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Phone : (734) 764-7460 Career Services Manual Posting	N	0
56	University of Minnesota 222 Pleasant St SE Minneapolis, Minnesota 55455 Phone : 612-624-7577 Career Services Manual Posting	N	0
57	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
58	University of Nebraska 1400 R Street Lincoln, Nebraska 68588 Phone : (402) 472-7211 College Recruiter Manual Posting	N	1
59	University of Wisconsin 1000 Bascom Mall Madison, Wisconsin 53706 Phone : (608) 262-1755 Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	Western Kentucky University 1906 College Heights Blvd. Bowling Green, Kentucky 42101 Phone : 270-745-3095 Career Services Manual Posting	N	0
61	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>101</b>

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**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	10/12/2020	Establishment of a mentoring program	Station leaders participated in a 4 hour conscious inclusion training hosted by a third party partner. The training included information on how to cultivate a culture of awareness around the many dimensions of diversity. Leaders reviewed a model of inclusion, how to uncover unconscious bias and other topics related to diversity and inclusion to create an inclusive environment of diverse perspectives to make individuals work experiences better.	4	President/GM Business Manager Creative Services Chief Engineer
2	Ongoing Event	Establishment of a mentoring program	KCCI's Program Director and Executive Assistant was part of a 6 month training about conscious inclusion in our work environment. The trainings were monthly and culminated in a virtual graduation at the end of May. After successfully completing the training, she is recognized as a Hearst Change Agent. Being a Hearst Change Agent will help our station to continue to bolster our awareness of biases within the workplace and continue to help Hearst to foster a more inclusive and diverse culture.	1	Program Dir. & Executive Assistant
3	2/24/2021	Participation in events sponsored by community groups	KCCI's Chief Engineer attended and spoke at a Diversity Supplier Workshop here in Des Moines, that encourages all ethnicities to apply for engineering positions here at KCCI. Discussed the minimum requirements for the various positions that are currently available. Spoke about "getting a foot" in the door and explained how there is a lot of grunt work and how important that grunt work is.	1	Chief Engineer
4	2/25/2021	Participation in Job Fairs	Amanda Hull, Kelly Beeck, Anthony Bonanno, Jeff Laird, Mike Hilscher, Brandi Vick and Brian Sather all participated in a Business, Industry and Technology Virtual Career Fair sponsored by Iowa State University.	7	General Sales Manager Local Sales Manager National Sales Manager Chief Engineer

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5	2/26/2021	Participation in events or programs sponsored by educational institutions	KCCI Anchor participated in a Journalism lecture at Wartburg College of Broadcasting. He spoke with upper class students about his current position at the station and gave the students techniques that he uses in writing a television news story. He also discussed the workflow of a day in a newsroom.	1	Morning Anchor
6	2/26/2021	Participation in Job Fairs	Multiple Department Heads for KCCI participated in a Job Fair that was hosted by Iowa State University. This job fair was a great opportunity to collectively recruit current and future Iowa State University graduates. The Department Heads met and talked with several energetic and eager graduates about KCCI and offered them valuable information about the type of person that KCCI recruits and hires.	6	News Director President & GM General Sales Manager Chief Engineer
7	3/24/2021	Participation in events or programs sponsored by educational institutions	KCCI sales staff and a commercial producer was able to host a virtual job shadow-experience for a local university student. We were able to host this week long experience for the student who needed this experience to graduate from college. One of our seasoned Sales Executive was able to review and describe an entire sales experience from the initial cold call all the way to the final agreement. In conjunction with Sales, our head Commercial Producer was able to show how the decision is made to create a vibrant and eye opening commercial for tv. The student was able to watch the entire process complete with seeing the final product.	2	Sales Account Executive Commercial Producer

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8	4/7/2021	Participation in events or programs sponsored by educational institutions	Virtual Job Fair at Indian Hills Jr. High. KCCI photojournalist Cortney Kintzer, described how he got his start as a photojournalist. He told the students about the KCCI photojournalist staff, how they operate and what a normal workday was like. He also showed them examples of his work with 7 different video clips. He showed them his camera and talked about how they are outside in all different types of weather.	1	Photojournalist
9	4/16/2021	Participation in events or programs sponsored by educational institutions	Research Director and KCCI reporter participated in a local school districts career panel to discuss questions from students who are interested in broadcasting and potential future journalists. Conversations included classes necessary to become a reporter as well as working hours, travel for stories, and how to make the job fun. The event was a zoom call which included about 2500 students from grades 6-12th.	2	Research Director Reporter
10	5/25/2021	Participation in events sponsored by community groups	KCCI meteorologist was part of a Virtual Career Day at Eason Elementary School in Waukee, Iowa. He spoke to 4th & 5th grade classes about what it takes to be a meteorologist. He talked about the requirements needed to be really good at his job and stressed that boys and girls should embrace math and sciences. He explained that using a lot of math & science is required when preparing weather reports for tv. He also explained that before the pandemic, KCCI encouraged classes to schedule visits to the studio so that they could actually see what it's like.	1	Meteorologist

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**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>
11	6/1/2021	Establishment of an intern program designed to assist members of the community	KCCI-TV hosted an Emma Bowen Fellow from June to August of 2021. The intern worked a 40 hour week for 10 weeks in our Newsroom, becoming familiar with the various jobs in a TV newsroom. The intern was able to sit in on producer meetings and be an integral part of our news staff.	1	News Director Assistant News Director Assignment Editor Executive Producer
12	6/1/2021	Establishment of an intern program designed to assist members of the community	KCCI-TV offered an internship to a second Emma Bowen Fellow. The intern was here from June to August of 2021. The intern worked a 40 hour week for 10 weeks in our IT Department, as well as becoming familiar with various jobs in a TV newsroom. The intern was encouraged to establish a working relationship with all employees and to respond to calls from employees who were experiencing technical and various other computer problems.	1	Chief Engineer Assistant Chief Engineer
13	7/24/2021	Participation in events or programs sponsored by educational institutions	KCCI's Morning Anchor was the keynote speaker for an event held for recent college graduates. Emphasized the need for making sure that newly graduated journalism students learn to brand themselves. They also need to be adaptable and must make sure they know their audience. Talked about the hiring process for recent college grads and what steps they need to make to be successful.	1	Morning Anchor
14	7/29/2021	Hosting of Job Fair	KCCI's Director of Engineering, along with other Managers was a member of the interview team for a virtual job fair that KCCI hosted. They were able to interview candidates who expressed an interest in and desire to work at KCCI.	3	Chief Engineer News Director Local Sales Manager

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15	8/16/2021	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 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 program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role at KCCI. Currently, Nash VanBibber is participating in the program	1	SAA National Sales Manager Local Sales Manager Digital Sales Manager
16	9/28/2021	Provision of training to management	Our Chief Engineer was a part of an online training event that will be a discussion on changing common IT terminology that is exclusionary language. Common examples are master/slave, master/main, blacklist/whitelist vs. blocked/allowed, and SCRUM master. These examples and many more may invoke a potential feeling of superiority over others.	1	Chief Engineer