

EEO PUBLIC FILE REPORT

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

Date: October 1, 2016 to September 30, 2017

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	Facilities Maintenance Coordinator	26-Aug-16	5-Dec-16	IPTV Internal Posting	0	0
				IPTV External Posting	0	0
				IPTV Web Site	0	0
				State of Iowa Jobs Page	5	1
				The Des Moines Sunday Register	0	0
				Careerbuilder.com	0	0
				The Gazette	0	0
				Omaha World Herald	0	0
				Iowa Bystander	0	0
				El Communicator	0	0
				Iowa College Recruiting Network	0	0
				Cornell College	0	0
				Luther College	0	0
				Simpson College	0	0
				St. Ambrose University	0	0
				Referrals	0	0
				Internet/Electronic Bulletin Board	0	0
1	Programming Manager (PSM1)	10-Oct-16	1-Feb-17	IPTV Internal Posting	4	0
				IPTV External Posting	0	0
				IPTV Web Site	0	0
				State of Iowa Jobs Page	0	0
				The Des Moines Sunday Register	0	0
				Careerbuilder.com	0	0
				The Gazette	0	0
				Omaha World Herald	0	0
				Broadcasting & Cable - Online	0	0
				Current Newspaper	1	1
				National Education Telecommunications Association	0	0
				Vision Maker Media - Native American Public Telecommunications	0	0
				Public Media Business Association	0	0
				Iowa Commission on the Status of Women	0	0
				Iowa College Recruiting Network	0	0
				Luther College	0	0
				Simpson College	0	0
				St. Ambrose University	0	0
				Social Media	0	0
				Northwestern University	0	0
				Iowa State University	0	0
				University of Northern Iowa	0	0
				Referrals	0	0
				Internet/Electronic Bulletin Board	0	0

1	Utilization Specialist PBS Grant	29-Dec-16	5-Jun-17	IPTV Internal Posting	0	0
				IPTV External Posting	1	0
				IPTV Web Site	0	0
				State of Iowa Jobs Page	0	0
				The Des Moines Sunday Register	0	0
				Careerbuilder.com	0	0
				The Gazette	0	0
				TeachIowa.gov	0	0
				Omaha World Herald	0	0
				Iowa College Recruiting Network	0	0
				Luther College	0	0
				St. Luke's College	0	0
				Wartburg College	0	0
				Social Media	0	0
				Referrals	2	1
				Internet/Electronic Bulletin Board	1	0
1	Director of Administration (PSM2)*	11-Aug-17	22-Sep-17	IPTV Internal Posting	0	0
				State of Iowa Jobs Page - Promotional Executive Branch	2	1
				The AGA Ledger	0	0

* Iowa Public Television is an entity within the State of Iowa. Certain positions which require specific knowledge of State of Iowa operations were open to State of Iowa employees. The State of Iowa recruits widely for applicants when filling positions initially.

Recruitment Sources for Full Time Vacancies
Iowa Public Television
Date October 1, 2016 to September 30, 2017

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 Kimberly Stoker/(515)725-9823 kimberly.stoker@iptv.org	4	
2	External posting -- IPTV Iowa Public Television PO Box 6450 Johnston, IA. 50131	Email to Everybody Group Kimberly Stoker/(515)725-9823 Humanresources@iptv.org	1	
3	IPTV Web site Iowa Public Television PO Box 6450 Johnston, IA 50131	www.iptv.org Kimberly Stoker/515-725-9823 email: Humanresources@iptv.org		
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		None Requested
5	State of Iowa Jobs Page State of Iowa Dept. of Administrative Services Hoover State Office Building Des Moines, Iowa 50319	Post to NEOGOV, the system the State used to accept and process applications. Before posting, any recall applicants are identified. https://www.governmentjobs.com/careers/iowa	7	None Requested
6	The Des Moines Sunday Register 715 Locust St. Des Moines, IA 50309	Dylan Carden Recruitment Key Account Manager 888-262-6180 dcarden@gannett.com		None Requested
7	Careerbuilder.com The Des Moines Sunday Register 715 Locust St. Des Moines, IA 50309	Dylan Carden Recruitment Key Account Manager 888-262-6180 dcarden@gannett.com		None Requested

8	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
9	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
10	Iowa Bystander PO Box 98 Des Moines, IA 50301	Iowa Bystander Newspaper (515) 770-1218 email: iowabystanderarticles@yahoo.com	None Requested
11	El Communicator PO Box 98 Des Moines, IA 50301	Iowa Bystander Newspaper (515) 770-1218 email: iowabystanderarticles@yahoo.com	None Requested
12	CPB Jobline Corp. for Public Broadcasting 401 Ninth St., NW Washington, DC 20004-2129	cpb.org/jobline (202) 879-9600	None Requested
13	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
14	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%d360129543419	None Requested
15	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
16	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

17	Current Newspaper - print 6930 Carroll Ave., Ste 350 Takoma Park, MD 20912	(877)745-8776 x 1 jobs.current.org/employer/pricing	None Requested
18	Current Newspaper - online 6930 Carroll Ave., Ste 350 Takoma Park, MD 20912	(877)745-8776 x 1 jobs.current.org/employer/pricing	None Requested
19	Public Media Business Association - 7918 Jones Branch Dr, Suite 300 MCClean, VA 22102	info@pmbaonline.org	None Requested
20	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
21	TeachIowa.gov	www.teachiowa.gov	None Requested
22	Association of Government Accountants - Des Moines Chapter Des Moines, IA https://www.agacgfm.org/Chapters/DesMoines/OurChapter.aspx	Kim Ashmore Secretary kim.ashmore@iowa.gov	None Requested
23	Northwestern University 620 Lincoln St. Evanston, IL 60208	Dianne Siekmann Associate Director d-siekmann@northwestern.edu	None Requested
24	Iowa State University Career Services Ames, IA 50011	Career Services Management system online recruiting https://ecms.eng.iastate.edu	None Requested
25	University of Northern Iowa 102 Gilchrist Cedar Falls, IA 50614	Career Central Network online recruiting http://www.collegecentral.com/uni/	None Requested
26	Iowa College Recruiting Network 10 Merrill Park Circle, Suite B Grinnell, IA 50112	Valorie Larsson valorie.larsson@recruitiowagrad.com	None Requested
27	Cornell College Mount Vernon, Iowa	cornell-college@csm.symlicity.com	None Requested

28	Luther College Decorah, Iowa	Luther College Carrer Center email: career@luther.edu	None Requested
29	Simpson College Indianola, Iowa	careers@simpson.edu	None Requested
30	Wartburg College Waverly, Iowa	Career Services email: wartburgcollege@csm.smplicity.com	None Requested
31	St. Ambrose University Davenport, Iowa	Career Center Email: careercenter@sau.edu	None Requested
32	Social Media	IPTV Facebook page/twitter	
33	Referrals		2
34	Internet/Electronic Bulletin Board		1

EEO PUBLIC FILE REPORT

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

October 1, 2016 – September 30, 2017

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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 28, 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.

June 17, 2017 – Kimberly Stoker participated in the State of Iowa career fair booth at the Iowa Juneteenth event.

September 23, 2017 – Kimberly Stoker participated in the State of Iowa career fair booth at the 2017 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 11 college and university students that participated in IPTV's internship program. They worked in production and communications.

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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 Days

April, 2017 – Students interested in television production and journalism from Ankeny Centennial High School made a Career Day visit to Iowa Public Television. The students were given a tour of Iowa Public Television and then had an opportunity for a Question and Answer session with various production staff.

April, 2017 – Students from Van Meter High School made a Career Day visit to Iowa Public Television. The students were given a tour of Iowa Public Television and met with Iowa Public Television staff regarding digital production, animation, and careers in media.

Tours

March, 2017 – 15 students from the Madison County Beef Team watched a taping of Market to Market and received a tour of IPTV.

May, 2017 – Students from Indian Hills Community College's Intro to Ag Markets class visited IPTV. They took a tour of the station and sat in the control room to watch a taping of *Market to Market*. After the taping, they had the opportunity to speak with host Mike Pearson, and market analysts, Walt Hackney and Elaine Kub.

Mentorship Program

Summer, 2017 – A minority high school student participated in the high school mentorship program in 2017 at Iowa Public Television. The student observed and gained hands-on experience in all aspects of media journalism including videography, lighting/set design, video editing, graphic design, web production and storytelling. The student shadowed and assisted IPTV personnel during the process of creating broadcast and online content.

Job Shadowing

Jonathon North was provided a job shadowing opportunity with production staff on March 24, 2017.

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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 10-11, 2016 – ITEC conference attended by Bryan Bauer, Education Program Consultant, and Virginia Peterson, Utilization Specialist
 October 10-13, 2016 – Wisconsin Broadcast Clinic attended by Gary McMillen, Transmitter Engineer Advanced and Verne Winter, Assistant Director of Engineering
 October 14, 2016 – Iowa Aces Summit attended by Angela Hiatt, Utilization Specialist
 November 30-December 2, 2016 – PBS Engagement Action Summit attended by Mary Bracken, Outreach Coordinator
 March 2-3, 2017 – Crucial Conversations class attended by Lori Smith, Business Office Manager and Kristine Houston, Director of Administration
 April 17, 2017 – IDLA Spring 2017 Symposium Registration attended by Tiffany Morgan, Education Program Consultant
 April 22, 2017 – IBNA annual meeting attended by Paul Yeager, Producer/Director
 May 14, 2017 – PTPA Conference attended by Matthew McPike, Program Manager
 May 15 – 17, 2017 – PBS annual meeting attended by Ken Harrison, Director of Educational Services, Matthew McPike, Program Manager and Molly Phillips, General Manager
 June 8-9, 2017 – Crucial Conversations class attended by Molly Phillips, General Manager
 June 23 - 26, 2017 – ISTE Conference attended by Mecka Wallace
 July 13, 2017 – GASB Review 2017 webinar presented by the National Association of Governmental Accountants attended by Stephanie Barnard, Accountant 3, Lori Smith, Business Office Manager, and Kristine Houston, Director of Administration
 August 29-30, 2017 – Crucial Conversations class attended by Bill Hayes, Director of Engineering and Justin Beaupre, Director of Programming and Production
 October 1, 2016 to July 31, 2017 – 16 hours of technical classes from Lynda.com such as Premier Pro CS6 for Avid Editors, Avid Media Composer 8 Essential Training, and Pro Tools 12 Essential Training was taken by production technicians and producer/directors.

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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.

September 27, 2016 – Chuck Czech, IPTV's Manager of Local Programming, attended the Community Forum on Race and Acceptance at Valley West High School in West Des Moines, Iowa. This public event was an opportunity for parents, students, educators and community members to discuss the findings of an Iowa State University study that indicated students of color faced inequitable treatment within the school environment. The year-long study was initiated by school officials as a response to race-related confrontations between students in 2015. It was an opportunity to witness community efforts to broaden engagement on equity issues and effect positive change.

November 3, 2016 – Kristine Houston and Lori Smith attended a Generational Diversity class presented by PDS, State of Iowa.

November 29, 2016 – Kristine Houston attended a seminar on Veterans Preference hosted by the Department of Administrative Services and Iowa Workforce Development. The seminar educated managers and supervisors on the rules, benefits, and processes on hiring veterans.