

KCCI-TV
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

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
Meteorologist Open Date: 5/29/2024 Hire Date: 11/7/2024	1-3, 5-7, 10-11, 13-19, 21-43	3
Local News Photographer Open Date: 8/5/2024 Hire Date: 10/1/2024	2-3, 5-8, 10-11, 13-19, 21-43	3
Studio Camera Operator Open Date: 8/20/2024 Hire Date: 10/2/2024	1-3, 5-7, 10-43	20
Account Executive Open Date: 8/23/2024 Hire Date: 1/23/2025	1-3, 5-7, 10-43	12
Program and Client Success Specialist Open Date: 8/27/2024 Hire Date: 12/16/2024	1, 3, 5-7, 9-19, 21-43	3
Multimedia Journalist Open Date: 8/29/2024 Hire Date: 10/22/2024	1-3, 5-7, 10-19, 21-43	3
Executive Assistant/Programming Coordinator Open Date: 10/18/2024 Hire Date: 1/6/2025	1-3, 5-7, 9-43	3
Producer Open Date: 11/7/2024 Hire Date: 1/27/2025	1-3, 5-7, 10-11, 13-19, 21-43	3
Creative Services Director Open Date: 11/14/2024 Hire Date: 2/10/2025	1-7, 10-11, 13-43	3
News Director Open Date: 1/9/2025 Hire Date: 3/10/2025	1-7, 10-11, 13-19, 21-43	4
Assistant Chief Engineer Open Date: 2/6/2025 Hire Date: 4/14/2025	1-7, 10-11, 13-19, 21-43	4
Producer Open Date: 2/21/2025 Hire Date: 9/2/2025	1-8, 10-11, 13-43	8
Photographer Editor Open Date: 2/21/2025 Hire Date: 5/12/2025	1-3, 5-7, 10-11, 13-43	20
Assistant News Director Open Date: 3/19/2025 Hire Date: 5/19/2025	2-7, 10, 13, 16-19, 21-43	3

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Account Executive Open Date: 3/25/2025 Hire Date: 5/19/2025	1-3, 5-7, 10-11, 13-19, 21-43	3
Master Control Operator Open Date: 4/3/2025 Hire Date: 5/19/2025	1-7, 10-11, 13-17, 19, 21-34, 36-43	4
Operations Manager Open Date: 5/1/2025 Hire Date: 8/25/2025	2-7, 10, 13, 16-19, 21-43	4
Master Control Operator Open Date: 5/1/2025 Hire Date: 7/14/2025	2-3, 5-7, 10, 13, 16-19, 21-43	3
Reporter Open Date: 6/23/2025 Hire Date: 9/2/2025	1-3, 5-7, 10-11, 13-43	3
Executive Producer Open Date: 7/7/2025 Hire Date: 9/1/2025	1-7, 10-11, 13-17, 19, 21-43	4
Digital Media Client Specialist Open Date: 8/11/2025 Hire Date: 9/29/2025	3-7, 10, 12-13, 15-17, 19-43	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ball State University 2000 W. University Ave. Muncie, Indiana 47306 Phone : 765-285-1522 Career Services Manual Posting	N	0
2	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
3	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	64
4	Current Employee	N	14
5	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
6	Drake University 2507 University Des Moines, Iowa 50311 Phone : 515-271-3721 Url : http://www.drake.edu/career Debra Setterdahl Manual Posting	N	0
7	El Enfoque 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : Elenfoque@aol.com Mario Moralies	N	0
8	Employee Referral	N	2

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9	Glassdoor 100 Shoreline Hwy Building A Mill Valley, California 94941 Phone : 800-918-3229 Career Center Manual Posting	N	2
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	12
13	Indiana University 1320 E. 10th St. Bloomington, Indiana 47405 Phone : (812) 855-5234 Career Services Manual Posting	N	0
14	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

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15	Iowa State University 1750 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-9490 Url : http://www.iastate.edu/ Judy Brayton Manual Posting	N	0
16	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
17	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
18	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
19	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : info@LatinosUnidosofIowa.org Lena Avila Robinson	N	0
20	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	22

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
22	Miami University 550 E. Spring St. Oxford, Ohio 45056 Phone : 513-529-3831 Career Services Manual Posting	N	0
23	Michigan State University 556 E. Circle Drive East Lansing, Michigan 48824 Phone : (517) 355-9510 Career Services Manual Posting	N	0
24	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
25	Ohio State University 1640 Neil Avenue Columbus, Ohio 43210 Phone : 614-688-3898 Career Services Manual Posting	N	0
26	Ohio University 533 Baker University Center Athens, Ohio 45701 Phone : 740.593.2909 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
27	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
28	Simpson College 701 N. C St. Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0
29	Southern Illinois University 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Career Services Manual Posting	N	0
30	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
31	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2000 Career Services Manual Posting	N	0
32	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

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33	University of Illinois 715 S Wright St Champaign, Illinois 61820 Phone : 217 333-0820 Career Services Manual Posting	N	0
34	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
35	University of Kansas 1300 Sunnyside Avenue Lawrence, Kansas 66045 Phone : 785-864-3624 Career Services Manual Posting	N	0
36	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859.257.2746 Career Services Manual Posting	N	0
37	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Phone : (734) 764-7460 Career Services Manual Posting	N	0
38	University of Minnesota 222 Pleasant St SE Minneapolis, Minnesota 55455 Phone : 612-624-7577 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
39	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
40	University of Nebraska 1400 R Street Lincoln, Nebraska 68588 Phone : (402) 472-7211 College Recruiter Manual Posting	N	0
41	University of Wisconsin 1000 Bascom Mall Madison, Wisconsin 53706 Phone : (608) 262-1755 Career Services Manual Posting	N	0
42	Western Kentucky University 1906 College Heights Blvd. Bowling Green, Kentucky 42101 Phone : 270-745-3095 Career Services Manual Posting	N	0
43	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:			116

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/2/2024	Participation in events or programs sponsored by educational institutions	KCCI participated in a College Internship & Career Fair at Simpson College in Indianola, Iowa. This event was hosted by the Simpson College Career Development Department. Students navigated the career fair and networked with professionals. Students ranged from exploring students to students who had their resume ready to submit for job opportunities.	4	Creative Services Director Chief Engineer Writer/Producer Engineering
2	10/3/2024	Participation in events or programs sponsored by educational institutions	KCCI News Anchor participated in a virtual panel discussion for his alma mater, Wartburg College in Waverly. About 60 students, faculty, and alums listened as the panel talked about the importance of civil discourse at a divisive time in America. The panel offered suggestions to spread understanding, engage in meaningful dialogue, and examine ways to respectfully disagree at a time when that's rare. For one hour, the college president and a current senior asked us questions about our experiences in journalism.	1	Anchor/Reporter
3	10/17/2024	Participation in other activities designed by the station employment unit	KCCI News Anchor hosted an Iowa State University freshman for a two-hour job shadow during KCCI 8 News This Morning. The student has a strong interest in television journalism, specifically sports journalism. For two hours during the show, she observed the production, sat in both the studio and the control room, followed along with the iPads and teleprompter, asked questions, and got an understanding of what it takes to produce and air a live newscast.	1	Anchor/Reporter

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4	10/23/2024	Participation in other activities designed by the station employment unit	Hearst Television Connect is a networking program that brings educators and students from local community colleges, universities, and technology schools to KCCI-TV. During these events, station personnel educate the attendees about various career paths in broadcast television. The program starts by coaching educators on how to teach their students about the industry and connect with our hiring managers. Following this, students are invited to the station for a hands-on educational experience. This event was for the educators. 24 schools were represented, with 70 participants attending.	9	General Manager General Sales Manager News Director Director of Engineering
5	12/30/2024	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include communication skills, technical skills, creativity, diversity, ethics, leadership, and personal growth. Completion of these courses leads to personal and professional development of personnel and can lead to further growth within the company.	20	Anchor Reporter Assistant News Director Master Control Operator Director of Engineering
6	1/22/2025	Participation in events or programs sponsored by educational institutions	KCCI News Anchor hosted a high school student from Des Moines East High School to shadow him for the day. The junior from the high school is interested in a career in journalism and wanted to experience life in a newsroom. She spent six hours in the newsroom, from 6 am to noon, experiencing the studio and control room during the morning news and cut-ins. She then shadowed on a story shoot, participated in the morning story meeting, and talked with several newsroom employees about their career track.	1	News Anchor

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7	Ongoing Event	Participation in events or programs sponsored by educational institutions	KCCI News Anchor signed up to be a mentor in the Knight Nation Mentoring Program through his alma mater, Wartburg College. He was partnered with a sophomore student. The two will meet once a week for nine weeks to discuss the student's interest in pursuing a career in broadcast news and journalism.	1	News Anchor
8	2/7/2025	Participation in events or programs sponsored by educational institutions	On February 7, 2025, KCCI News Producer gave a tour of the station to media studies students and professors from Loras College. The participants had the opportunity to ask questions and watch the news at noon.	1	News Producer
9	2/13/2025	Participation in events or programs sponsored by educational institutions	On February 13, 2025, KCCI Managing Editor attended a speed networking event at the University of Iowa. 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	Managing Editor
10	3/7/2025	Participation in events or programs sponsored by educational institutions	On March 7, 2025, KCCI News Anchor spent three hours at Dallas Center-Grimes High School, participating in a career fair for students. He led three sessions on broadcasting and journalism. Each session included about 20 students who chose to learn more about KCCI and the job of being a reporter.	1	Anchor
11	3/11/2025	Participation in events or programs sponsored by educational institutions	On Tuesday, March 11, 2025, our General Sales Manager and Local Sales Manager participated in Drake University's 17th annual Marketing Speed Networking event. This is an opportunity for approximately 60 Drake marketing students to meet with industry professionals and discuss trends and potential careers paths in marketing post-graduation.	2	General Sales Manager Local Sales Manager

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12	3/13/2025	Participation in events or programs sponsored by educational institutions	Two of KCCI's sales team members, along with our President and General Manager, visited Drake University to speak to marketing classes about the company and our sales and marketing efforts on a local level. They also took questions related to their fields and what to expect in a career at a television station.	3	Multi-Media Account Executive Local Sales Manager General Manager
13	4/1/2025	Establishment of a mentoring program	Beginning on April, 2025, Hearst 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 17 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. Some of the participants were our president and general manager, news director, creative services director, director of engineering, morning anchor, general sales manager, and several others.	17	President and General Manager General Sales Manager News Director Creative Services Director
14	4/17/2025	Participation in events or programs sponsored by educational institutions	KCCI News Anchor was interviewed by a Des Moines Area Community College journalism student. The interview consisted of asking about how the job of a news anchor works, the challenges, successes, and the future of the profession. The student will be putting together a paper based on their conversation.	1	Anchor Reporter

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15	4/23/2025	Participation in events or programs sponsored by educational institutions	On April 23, 2025, a KCCI Broadcast Maintenance Technician hosted a job shadow at KCCI through his alma mater, Wartburg College. The journalism student will be spent the day observing life at a station through the point of view of the engineering, news ops, and creative services departments.	1	Broadcast Maintenance Technician
16	4/28/2025	Participation in events or programs sponsored by educational institutions	On April 28, 2025, KCCI News Director spoke with a Journalism and Mass Communication class at Iowa State University. There was a Q&A where students could ask about a career in news, and then feedback was provided on stories that the students had been working on.	1	News Director
17	5/26/2025	Establishment of an intern program designed to assist members of the community	On May 26, 2025, KCCI-TV and its news department welcomed two students from the University of Iowa, and on June 18, 2025, they welcomed one student from Northwestern 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.	3	News Director Assistant News Director Digital Media Manager
18	6/2/2025	Establishment of training programs for station personnel	From June 2nd to June 5th, one of our KCCI-TV producers was a student in the 21st Annual Producer Academy's "Master Class." The sessions included: "It's All About the Viewers," "Storytelling: Big, Bold & Deliberate," "Owning Weather," "Throw Out the Templates," "Data for Effective Story Generation," "Ethics & Storytelling," "All About AI," "How to: Vertical & Social," "Create a Living Action Plan," "Career Path Conversation," and "Transition to Leadership."	1	Executive Producer

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19	6/16/2025	Participation in events sponsored by organizations representing the community	KCCI participated in the Greater Des Moines Partnership's 2025, "Teaching for the Workforce," conference. After this conference, participating educators had a better understanding of the career pathways in broadcast television.	6	President and General Manager News Director General Sales Manager Director of Engineering
20	6/17/2025	Participation in events or programs sponsored by educational institutions	On June 17, 2025, KCCI Broadcast Maintenance Technician hosted a broadcast engineer from Wartburg College to showcase the latest in what the station is currently using in terms of gear and technology. The engineer plans to utilize that knowledge for the purpose of meeting high standards when educating students at Wartburg.	1	Broadcast Maintenance Technician
21	6/23/2025	Establishment of an intern program designed to assist members of the community	On June 23, 2025, KCCI-TV and the news department welcomed one student who participated in the Fred Young Fellowship program. The student currently attends the University of Chicago. Throughout the twelve-week fellowship program, the student will play an important role as a producer and learn from senior leaders as she tackles real projects and receives mentoring designed to start her career path.	2	News Director Assistant News Director