

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

**October 1, 2014 – September 30, 2015**

**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.**

October 29, 2014 – Laura Shannon participated in the Greenlee Jump-Start Internship Fair at Iowa State University networking with students from Greenlee’s Advertising, Public Relations and Journalism and Mass Communications programs.

June 16, 2015 – Kristine Houston and Mary Bracken participated in the State of Iowa 2015 Career Fair held at the State Historical Museum.

**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 eleven 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 provides the opportunity for high school and college students to “job shadow” staff to gain insight into the skills and education needed for positions in 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 offers a mentorship program which is a summer program that allows minority and female Iowa high school students the opportunity to acquire an overview of broadcasting as a career path. IPTV also offers youth an opportunity to volunteer through a Secondary Transition Employment Program (STEP).**

**Job Shadow**

March 25, 2015 – A Drake student spent the morning shadowing with Susan Ramsey, Director of Communications, was given a tour of the station, and attended a web team meeting.

**Tours**

April 2, 2015 – 15 students from AIB College of Business toured Iowa Public Television and listened to a panel of IPTV employees as they gave a brief presentation about the various broadcast careers that contribute to both the on-air and off-air broadcast responsibilities. The panel consisted of presenters from production, engineering, graphics, web, and communications.

April 10, 2015 – 45 students from Indian Hills Jr. High toured Iowa Public Television and listened to a panel of IPTV employees as they gave a brief presentation about the various broadcast careers that contribute to both the on-air and off-air broadcast responsibilities. The panel consisted of presenters from production, engineering, graphics, web, and communications.

May 11, 2015 – 16 students from Central Decatur in Murray toured Iowa Public Television and listened to a panel of IPTV employees as they gave a brief presentation about the various broadcast careers that contribute to both the on-air and off-air broadcast responsibilities. The panel consisted of presenters from production, engineering, graphics, web, and communications.

**Mentorship Program**

Summer, 2015 – A minority high school student participated in the mentorship program in 2015 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.

**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 5-10, 2014 – Fall PTPA meeting and Syndication Showcase attended by Rebecca Ketcherside, Operations Manager

October 7, 2014 – ICSS Conference attended by Bryan Bauer, Education Program Consultant

October 12-14, 2014 – ITEC conference attended by Bryan Bauer, Education Program Consultant, Angela Hiatt, Utilization Specialist, Virginia Peterson, Utilization Specialist and Tiffany Morgan, Education Program Consultant

October 15-18, 2014 – 2014 IEEE Broadcast Symposium attended by Bill Hayes, Director of Engineering

October 18-20, 2014 – PBS Pledge Academy attended by Andrea Coyle, Senior Producer/Director and Justin Beaupre, Director of Programming and Production

October 19-22, 2014 – NETA Professional Development Conference attended by Abbie Brown, Utilization Specialist; Angela Hiatt, Utilization Specialist; and Justin Beaupre, Director of Programming and Production

October 21-23, 2014 – Wisconsin Broadcasters Clinic attended by Gary McMillen, Transmitter Engineer Advanced; Mark Lemon, Transmitter Engineer; and Verne Winter, Assistant Director of Engineering

October 22, 2014 – Introduction to State Procurement attended by John Milewsky, Accounting Technician 3

November 4-7, 2014 – iNACOL Blended and Online Symposium attended by Bryan Bauer, Education Program Consultant

November 9-16, 2014 – APT Fall Marketplace attended by Rebecca Ketcherside, Operations Manager

January 6-10, 2015 – Trac Media Development Conference attended by Andrea Coyle, Senior Producer/Director

January 7-10, 2015 – PBS Regional Meeting attended by Alisa Dodge, Production Assistant; Allen Waterman, Information Technology Specialist; Andrew Batt, Senior Producer/Director; Angela Hiatt, Utilization Specialist; Bryan Bauer, Education Program Consultant; Cameron McCoy, Producer/Director; David Feingold, Production Technician; Dawn Breining, Operations Assistant; Tonya Dusold, Executive Officer 2; Trista Peitzman, Executive Officer 2; Justin Beaupre, Director of Programming and Production; and Randy Garza, Education Program Consultant

February 13, 2015 – Adobe Creative Suite Conference attended by Joe Bustad, Production Assistant

March 19-20, 2015 – ITEC IT Conference attended by Tiffany Morgan, Education Program Consultant

March 24, 2015 – Iowa Distance Learning Association Symposium attended by Bryan Bauer, Education Program Consultant and Tiffany Morgan, Education Program Consultant  
 April 1-2, 2015 – PA Training Session 1 attended by Cindy Allen, Human Resources Associate; Lori Smith, Business Office Manager; and Kristine Houston, Director of Administration  
 April 5-18, 2015 – PBS technical conference and NAB attended by Bill Hayes, Director of Engineering; and Verne Winter, Assistant Director of Engineering  
 April 8, 2015 – Iowa 1:1 Institute attended by Tiffany Morgan, Education Program Consultant  
 April 21, 2015 – Project Management Seminar attended by Elizabeth Williams  
 April 18, 2015 – Iowa Broadcast News Association Convention attended by Paul Yeager, Producer  
 May 7, 2015 – Statewide Teaching and Learning Conference presentation made by Angela Hiatt, Utilization Specialist  
 May 12, 2015 – Advanced Communication Authenticity attended by Andrea Coyle, Senior Producer Director  
 May 10-13, 2015 – PBS annual meeting attended by Chuck Czech, Manager of Local Production; Molly Phillips, Executive Director; Susan Ramsey, Director of Communications; and Rebecca Ketcherside, Operations Manager  
 May 18-19, 2015 – 2015 PROCON Professional Development Conference attended by Verne Winter  
 May 18-19, 2015 – PA Training Sessions 2 attended by Cindy Allen, Human Resources Associate; and Lori Smith, Business Office Manager  
 May 26-29, 2015 – PMBA annual conference attended by Stephanie Bernard, Accountant 3  
 May 28, 2015 – Photoshop CS Level 1 attended by Julie Knutson  
 May 29, 2015 – Photoshop CS Level 2 attended by Julie Knutson  
 June 15, 2015 – 2015 TICL Conference attended by Tiffany Morgan, Education Program Consultant  
 August 20, 2015 – MoodleMoot US 2015 Conference attended by Tiffany Morgan, Education Program Consultant

## **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.**

August 25-26, 2015 – Kristine Houston attended a Disability and Employment Training and Conference: An ocean of resources to locate your purple squirrel.

September, 2015 – Molly Phillips, Susan Ramsey, Bill Hayes, Terry Rinehart, and Kristine Houston completed a Communications Across Culture on-line course.

September 16, 2015 – Kristine Houston participated in the Back to Basics: The FCC's EEO Requirements webinar sponsored by Public Media Business Association.