

KCWI, WOI
EEO PUBLIC FILE REPORT
September 21, 2022 - September 20, 2023

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
Director of Sales	1-6, 9-12, 14-20	15
Marketing Producer-12779	1-6, 9-10, 12, 14-20	10
Multi-Skilled Journalist-12919	1-6, 9, 14-20	15
Broadcast Director-13456	2-6, 8-9, 14-20	8
Multi-Skilled Journalist - 13636	2-6, 8-9, 14-20	3
Multi-Skilled Journalist - 13636	2-6, 8-9, 14-20	15
Multi-Skilled Journalist - 13636	2-6, 8-9, 14-20	15
Meteorologist - 13833	2-6, 9, 12-20	13
Photographer - 13920	2-6, 9-10, 14-20	15
Production Assistant - 13961	2-6, 8-9, 14-20	15
Producer - 13958	2-6, 8-10, 14-20	8
Broadcast Director - 13982	2-6, 8-10, 14-20	8
Broadcast Director - 13982	2-6, 8-10, 14-20	15
Producer - 14150	2-6, 9, 14-20	15
Photojournalist - 14152	2-4, 6-7, 9, 14-20	15
Supervisor of Technology & Operations - 14168	2-6, 8-9, 13-20	15
Head of Technology & Operations - 14166	2-6, 9-10, 14-20	15

KCWI, WOI
EEO PUBLIC FILE REPORT
September 21, 2022 - September 20, 2023

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	Broadcast Center 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Placement Department	N	0
2	Buena Vista University 610 West 4th St Storm Lake, Iowa 50588 Phone : 712-749-2447 Url : http://www.myinterfase.com/bvu/employer/ Email : career@bvu.edu Mandi Mollring	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	4
4	Clarke University 1550 Clarke Dr Dubuque, Iowa 52001 Phone : 563-588-6302 Email : careerservices@clarke.edu Becky Herrig	Y	0
5	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 8134944555 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Des Moines Area Community College 2006 S. Ankeny Blvd Building 5 Student Center Ankeny, Iowa 50023 Phone : 515-964-6200 Url : http://www.collegecentralnetwork.com/dmacc Email : careers@dmacc.edu Sara Clayton	N	0

KCWI, WOI
EEO PUBLIC FILE REPORT
September 21, 2022 - September 20, 2023

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
7	Indeed.com Indeed.com Austin , Texas Internet Board Internet Board Manual Posting	N	0
8	Indeed.com	N	7
9	Iowa Lakes Community College 330 S 18th St Estherville, Iowa 51334 Phone : 712-362-0409 Email : kcromwell@iowalakes.edu Kathy Cromwell	Y	0
10	Linked In	N	8
11	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Career Services	N	0
12	Northwestern College Iowa 101 7th St Orange City, Iowa 51041 Phone : 712-707-7225 Url : nwciowa.edu Nancy Landhuis Manual Posting	N	0
13	Self Referral	N	3
14	Simpson College 701 N C St Indianola, Iowa 50125 Phone : 515-961-1372 Url : http://www.simpson-csm.symplicity.com/employers/ Email : careers@simpson.edu Bobbi Sullivan	N	0
15	Tegna, Inc. 7950 JOnes Branch Drive McLean, Virginia 22107-0150 Career Page Manual Posting	N	49

KCWI, WOI
EEO PUBLIC FILE REPORT
September 21, 2022 - September 20, 2023

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
16	Upper Iowa University 605 Washington Street Fayette, Iowa 52142 Phone : 563-425-5229 Email : puffetta@uiu.edu Anne Puffett	N	0
17	Urban Dreams 601 Forest Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Email : admin@urbandreams.org Urban Dreams Administration	N	0
18	William Penn University 201 Trueblood Avenue Oskaloosa, Iowa 52577 Phone : 641-673-2173 Email : stevensde@wmpenn.edu Debbie Stevens	N	0
19	WOI5 3903 Westown Parkway West Des Moines, Iowa 50266 Phone : 515-457-9645 Url : http://www.weareiowa.com Candace Freeman Manual Posting	N	0
20	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

KCWI, WOI
EEO PUBLIC FILE REPORT
September 21, 2022 - September 20, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/18/2022	Participation in events or programs sponsored by educational institutions	WOI/KCWI Meteorologists visited students in Seymour, Community School District to discuss weather and opportunities in meteorology as a career. There were approximately 140 elementary school students in attendance.	2	Meteorologist Meteorologist
2	11/21/2022	Participation in events or programs sponsored by educational institutions	WOI/KCWI Chief Meteorologist hosted a tour of the We Are Iowa station for the meteorology students attending Des Moines Area Community College. There were approximately 13 students in attendance.	1	Chief Meteorologist
3	12/7/2022	Participation in events or programs sponsored by educational institutions	WOI/KCWI Meteorologist visited Earlham Elementary School, in Earlham, Iowa, to discuss tornadoes and severe weather. They also discussed meteorology as a career.	1	Meteorologist
4	Ongoing Event	Establishment of a mentoring program	WOI/KCWI Sales Account Executive began mentoring a newly hired Sales Account Executive. This mentorship is designed to help the newly hired Sales Account Executive learn more about local sales at WOI/KCWI, growing and maintaining client relationships, and problem resolution.	2	Account Executive Account Executive
5	2/14/2023	Participation in events sponsored by organizations representing the community	WOI/KCWI Meteorologist visited Walnut Hills Elementary School, in Waukee, Iowa, to discuss weather and meteorology careers. The students consisted of approximately 150 3rd grade students.	1	Meteorologist
6	2/28/2023	Participation in events or programs sponsored by educational institutions	Two WOI/KCWI Meteorologists participated in a STEM (Science, Technology, Engineering, and Math) night at Boone Elementary school in Boone, Iowa. They discussed weather and careers in meteorology. The crowd consisted of approximately 100 students and their families.	2	Meteorologist Meteorologist
7	3/24/2023	Establishment of training programs for station personnel	TEGNA cyber training for all WOI/KCWI employees on how to spot phishing attempts. This training was required for all station employees.	64	Director of Sales Meteorologist Director of Marketing Local Sales Support

KCWI, WOI
EEO PUBLIC FILE REPORT
September 21, 2022 - September 20, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	3/27/2023	Participation in events or programs sponsored by educational institutions	WOI/KCWI Chief Meteorologist hosted a tour of the station for Des Moines Area Community College students to discuss and inspire careers in meteorology.	1	Chief Meteorologist
9	3/29/2023	Participation in events or programs sponsored by educational institutions	WOI/KCWI Chief Meteorologist spoke at a Tree House Preschool about weather and careers in meteorology.	1	Chief Meteorologist
10	4/7/2023	Participation in events or programs sponsored by educational institutions	WOI/KCWI meteorologist visited Runnells Elementary School in Southeast Polk Community School District to discuss weather and career opportunities, while exposing them to our Weather Lab. There were approximately forty third grade students in attendance.	1	Meteorologist
11	5/17/2023	Establishment of training programs for station personnel	TEGNA HR Services provided training for WOI/KCWI employees on how to access HR services. This was required training for all WOI/KCWI employees.	64	Account Executive News Director Meteorologist General Manager
12	5/24/2023	Establishment of training programs for station personnel	Human Resources Business Partner conducted a training for newly promoted/hired managers or managers who would like a refresher on some best practices for conducting feedback sessions with their employees.	3	News Director National Sales Manager Local Sales Manager
13	6/6/2023	Participation in events or programs sponsored by educational institutions	WOI/KCWI Meteorologist visited a Boy Scouts of America Day Camp, in Des Moines, Iowa, to discuss weather and career opportunities. There were over 150 scouts in attendance.	1	Meteorologist
14	6/13/2023	Participation in events or programs sponsored by educational institutions	WOI/KCWI Meteorologist visited Optimae Life Services in Adel, Iowa, to discuss weather and career opportunities. Optimae offers services to individuals with disabilities.	1	Meteorologist
15	6/20/2023	Participation in events or programs sponsored by educational institutions	WOI/KCWI Meteorologist visited a Cadence Academy, in Norwalk, Iowa, afterschool program to discuss weather and career opportunities. There were approximately 50 kindergarten to 5th grade students.	1	Meteorologist

KCWI, WOI
EEO PUBLIC FILE REPORT
September 21, 2022 - September 20, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	6/20/2023	Establishment of training programs for station personnel	WOI/KCWI staff participated in the Q2 Secure TEGNA Training: Identify, Isolate, Report. This training was designed to help employees identify and isolate a breach if it occurs, and reminds employees to immediately report any incident to their local head of technology and manager, leader or general manager	64	Account Executive News Director General Manager Local Sales Assistant
17	9/13/2023	Establishment of training programs for station personnel	WOI/KCWI staff participated in the Q3 Secure TEGNA Training: Know The Signs of Vishing. This training was designed to help ensure the security of our network and data. This quarter, Secure TEGNA focuses on voice phishing, or vishing, a term used to describe crimes that take place over the phone. Organized crime rings often use vishing to obtain passwords, account numbers and other proprietary data that can be used to compromise networks and online accounts.	64	General Manager Marketing Director Meteorologist Anchor