

EEO Public File Report

Long-Term Initiatives
Iowa PBS, Johnston, IA
Station KDIN (TV), Des Moines, IA
October 1, 2025 – September 30, 2026

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x. Participation in at least four events or programs sponsored by educational institutions related to career opportunities in broadcasting.

Iowa PBS Fulfillment:

Iowa PBS 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. Iowa PBS staff also attends events hosted by colleges to speak on careers in public broadcasting.

October 15, 2025 – Sean Ingrassia, production supervisor, Krystal Ruby, human resources associate, and Michelle Wendel, director of administration and finance, attended the Greenlee School of Journalism and Communication Internship Discovery Day at Iowa State University.

October 23, 2025 – Kelsey Kremer, producer/director, participated in a professional roundtable for students in the Greenlee School of Journalism and Communication at Iowa State University. During the roundtable, students were able to have discussions about their career and career paths.

February 11, 2026 – Caryline Clark, engagement manager, attended the Speed Networking and Internship Fair event held at Drake University. At this event, students circulated the room and engaged with organization leaders.

February 25, 2026 – Michelle Wendel, director of administration and finance, and Chad Aubrey, director of engineering and technology, attended the Greenlee School of Journalism and Communication Internship Discovery Day at Iowa State University.

April 15, 2026 – Emily Kestel, producer/director, participated in the Iowa State University, Greenlee School of Journalism and Communication, Greenlee Student Showcase. The showcase is an opportunity to connect with emerging talent and see the creativity and innovation shaping the future of media and communications.

April 22, 2026 – Kelsey Kremer, producer/director, presented to students at Norwalk High School's Career Day.

April 29, 2026 – Paul Yeager, producer/director, spoke with Altoona Elementary students during the Altoona Elementary Career Day.

July 16, 2026 – Utilization Specialist Abby Brown spoke to students and community members at Northwest Iowa Community College about educational media careers.

September 30, 2026 – Michelle Wendel, Director of Administration and Finance, Jaylene Lamberts, Human Resources Associate, and Sean Ingrassia, Production Supervisor, attended the Simpson College Internship, Career, & Volunteer Fair 2026.

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v. Establishment of Internship Program

Iowa PBS Fulfillment:

Iowa PBS has a long-standing internship program for college and university students providing students with an opportunity to learn and develop practical skills. Iowa PBS offers two production internships reporting to Production Supervisor Sean Ingrassia during the fall semester, spring semester, and summer semester. During this reporting period, Iowa PBS offered one individual an internship in the production division as a production editorial intern, also supervised by Production Supervisor Sean Ingrassia. Iowa PBS also offers internships in the Communication and Education Divisions as budgets allow. Interns are eligible to participate in up to two internship periods with Iowa PBS.

There were nine internship opportunities made available with a total of eight college and university students participating. (Note: we allow interns to serve up to two internships, they are counted each time for the number of internship opportunities, but only once in the total count of individual students participating.)

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vi. Participation in job banks, internet programs, and other programs designed to promote outreach in general.

Iowa PBS Fulfillment:

Between October 2025 and September 2026, staff members hosted or participated in approximately 300 events to promote general outreach to Iowans, resulting in engagement with over 62,000 individuals. Iowa PBS offers both in-person behind-the-scenes tours including the production studios, content creation spaces, control room, scene shop, and the Maytag Auditorium and performance space. External job openings were shared with multiple colleges, posted on Iowa PBS's website and social platforms.

Tours/Outreach Activities

October 24, 2025 – Emily Kestel, producer/director, attended an advisory committee meeting at the Des Moines Public Schools Central Campus. This advisory committee was formed to assist in providing input for curriculum and skills for broadcasting students.

January 16, 2026 – Paul Yeager, producer/director, hosted two college students to observe the production of ***Market to Market***.

February 25, 2026 – Travis Graven, producer/director, spoke to an Electronic Media Production class at the Iowa State University Greenlee School of Journalism and Communication.

March 2, 2026 – Emily Kestel, producer/director, presented to the Reporting and Writing Principles journalism class at Drake University about storytelling through video.

March 25, 2026 – Dave Miller, senior producer/director, spoke to an Electronic Media Production class at the Iowa State University Greenlee School of Journalism and Communication.

March 30, 2026 – Brent Willett, graphic artist, spoke to an Electronic Media Production class at the Iowa State University Greenlee School of Journalism and Communication.

March 30, 2026 – Andrea Coyle, senior producer/director, spoke to an Electronic Media Production class at the Iowa State University Greenlee School of Journalism and Communication.

April 28, 2026 – Caryline Clark, engagement manager, provided a station tour and staff visit for the DMACC Worksite Industry Tour.

April 29, 2026 – Andrew Batt, executive director and general manager, spoke to an Electronic Media Production class at the Iowa State University Greenlee School of Journalism and Communication.

May 20, 2026 – Travis Graven, producer/director, and Andrea Coyle, senior producer director, attended a behind-the-scenes day at the Des Moines Civic Center.

July 9, 2026 – Caryline Clark, engagement manager, provided a station tour to the Media NOW Camp. They also met with various Iowa PBS staff to learn about career opportunities within public media.

July 17, 2026 – Caryline Clark, engagement manager, facilitated the annual 4-H Reporters Camp where 4-H youth from across the state receive training on content creation.

Mentorship Program

Iowa PBS shared the mentorship opportunity with Tyler Meador, DAS Recruitment Coordinator, who in turn shared with her contacts at school districts in an attempt to promote this program more widely.

Summer 2026 – Two Iowa high school students participated in this year's Iowa PBS High School Mentorship program. Senior Producer/Director Dave Miller serves as the main point of contact for this program. The students worked with Iowa PBS professionals at the studios exploring graphic design, web production, storytelling and studio production. Their experience also included observing one Iowa PBS remote television production at a local venue. The students observed, assisted in and had hands-on experience in creating broadcast and online content. At the end of the course, the students edited short videos to describe their Iowa PBS mentorship experience.

Spring 2026 Semester – One University of Iowa student participated in the 2026 School of Library and Information Sciences (SLIS) Practicum program offered by Iowa PBS in conjunction with the University of Iowa. This practicum took place during the University of Iowa's spring 2026 semester. This student gained work experience in digital archives and learned more about the lifecycle of media in a production setting. They learned how to provide reference services online and in person, develop expertise in cataloging video assets, and apply metadata schema, as well as engage in discussions on the ethical implications of AI in documentary filmmaking.

Spring 2026 Semester – Colleen Krantz, producer/director, participated as a mentor with Iowa State University Cyclone Conversations. Colleen and the student assigned met monthly to discuss the industry and talk about career advice.

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viii. Training programs designed to enable station personnel to acquire skills that could qualify them for higher level employment.

Iowa PBS Fulfillment:

Iowa PBS employees have the opportunity to take classes through the State of Iowa Performance and Development Solutions and other vendors with courses covering business skills, computer skills, communication and interpersonal skills, conflict management and negotiation, customer service, 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.

August 25, 2025 – December 19, 2025 – Tiffany Morgan, instructional media coordinator, attended one graduate level course at Iowa State University.

October 29, 2025 – Michelle Wendel, director of administration and finance, and Chad Aubrey, director of engineering, attended Resilience Skills for Effective Leadership.

December 3, 2025 – Laura Deavers Mead, accounting tech 2, attended the course Advanced Principles of Communication Part 1: Authenticity.

December 18, 2025 – Theresa Knight, senior producer/director, Michelle Wendel, director of administration and finance, and Kris May, business office manager, attended Risk of Inaction: The Perils of Failing to Report Sexual Harassment.

January 2, 2026, Emily Kestel, producer/director, completed the Creating Audience-First Digital Content course.

January 6-8, 2026 – Andrew Batt, executive director and general manager, attended the National Journalism + AI Accelerator Conference hosted by the Knight Center for the Future of News at Walter Cronkite School of Journalism and Mass Communications and NEWSWELL.

January 8, 2026 – Laura Deavers Mead, accounting tech 2, attended the course Enhancing Team Membership.

January 20, 2026 – May 15, 2026 – Tiffany Morgan, instructional media coordinator, attended two graduate level courses at Iowa State University.

January 22, 2025 – Michelle Wendel, director of administration and finance, attended Leave of Absence for Managers and Supervisors.

March 10, 2026 – Laura Deavers Mead, accounting tech 2, attended the course Advanced Principles of Communication Part 2: Coaching.

May 7, 2026 – Tiffany Morgan, instructional media coordinator, completed the Iowa State University College of Engineering Rising Doctorial Institute 2025-2026 Cohort.

May 18, 2026 – August 7, 2026 – Tiffany Morgan, instructional media coordinator, attended three graduate level courses at Iowa State University.

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xiv. Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Iowa PBS Fulfillment:

Iowa PBS managers take classes, webinars and attend conferences relevant to equal opportunity employment.

October 7, 2025 – Michelle Wendel, director of administration and finance, attended Civility Training for Managers & Supervisors.

February 4, 2026 – Sean Ingrassia, production manager, and Matt Weesner, programming and operations manager, attended Civility Training for Managers & Supervisors.