EEO PUBLIC FILE REPORT

FOR

KSUI FM

WSUI AM
EEO PUBLIC FILE REPORT
FOR
KSUI FM, WSUI AM
Licensed to: The University of Iowa, Iowa City, Iowa
October 1, 2018 – September 30, 2019
The report below lists all full-time vacancies filled during the reporting period.

All full-time positions are posted on the Iowa Public Radio website: https://iowapublicradio.org/careers-ipr.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Total Interviewed</th>
<th>Interviewees Source of Referral</th>
<th>Selected Hire Source of Referral</th>
<th>Recruitment Sources Utilized, From Attachment A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Talk Show Producer</td>
<td>8</td>
<td>Current Employee Referrals (2), Corporation for Public Broadcasting Website (2); Current Website (1), Iowa Public Radio Website (1), Friend or other referral (1), No response (1)</td>
<td>Current Website</td>
<td>1-10; 12-24</td>
</tr>
<tr>
<td>Talk Show Producer</td>
<td>6</td>
<td>Current Employee Referrals (1), Corporation for Public Broadcasting Website (3), Iowa Public Radio Website (1), Current Website (1)</td>
<td>Current Website</td>
<td>1-10; 12-24</td>
</tr>
<tr>
<td>No.</td>
<td>Source</td>
<td>Address</td>
<td>Phone</td>
<td>Website</td>
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<td>----------------------------------------------</td>
</tr>
<tr>
<td>1</td>
<td>Iowa Public Radio On-Air Announcements</td>
<td>1013 WOI Rd. Ames, IA 50011 515-294-8518</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Iowa Public Radio Website</td>
<td>2111 Grand Avenue Suite 100 Des Moines, IA 50312 515-725-1707  [<a href="http://www.iowapublicradio.org">www.iowapublicradio.org</a>]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Current Employee Referrals</td>
<td>E-mail to all staff announcing the open position and encouraging them to recruit.</td>
<td></td>
<td></td>
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<tr>
<td>4</td>
<td>Columbia School of Journalism</td>
<td>2950 Broadway (at 116th Street) New York, NY 10027 212-854-2980  [<a href="https://journalism-columbia-csm.simplicity.com/employers/">https://journalism-columbia-csm.simplicity.com/employers/</a>]</td>
<td></td>
<td></td>
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<tr>
<td>5</td>
<td>Corporation for Public Broadcasting Website</td>
<td>401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600  [<a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a>]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Current Website</td>
<td>6930 Carroll Avenue, Suite 350 Takoma Park, MD 20912 301-270-7240, ext. 36  [<a href="https://jobs.current.org">https://jobs.current.org</a>]</td>
<td></td>
<td></td>
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<tr>
<td>7</td>
<td>Drake University</td>
<td>2507 University Avenue Des Moines, IA 50311-4505 515-271-2011  [<a href="http://www.drake.edu">www.drake.edu</a>]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Dual Career Network</td>
<td>616 Jefferson Building Iowa City, IA 52242 319-335-3524 Contact: Garry Klein</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Facebook (Iowa Public Radio Facebook page)</td>
<td>1 Hacker Way Menlo Park, CA 94025 650-543-4800</td>
<td></td>
<td></td>
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<tr>
<td>10</td>
<td>Filipino-American Association of Iowa</td>
<td>Contact: Alma Reed  [<a href="http://www.filamofiowa.com/index.php">http://www.filamofiowa.com/index.php</a>]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Friend or other referrals</td>
<td>NOTE: Non-IPR recruiting source. Applicants were referred to available positions through friends or other sources that were aware of the opportunity.</td>
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<td></td>
</tr>
<tr>
<td>12</td>
<td>Illinois News Broadcasters Association</td>
<td>#1 University Circle Macomb, IL 61455  [<a href="http://www.inba.net/jobfile">http://www.inba.net/jobfile</a>]</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
13. Iowa Broadcasters Association  
PO Box 71186  
Des Moines, IA 50325  
515-224-7237  
http://iowabroadcasters.com/  
Total interviewees for reporting period: 0

14. Iowa College Recruiting Network  
10 Merrill Park Circle, Suite B  
Grinnell, IA 50012  
515-867-6890  
Contact: Valorie Larsson  
http://recruitiowagrads.com/  
Total interviewees for reporting period: 0

15. Iowa State University Career Services  
1320 Gerdin Business Building  
Ames, IA 50011  
https://ecms.eng.iastate.edu/employers/  
Total interviewees for reporting period: 0

16. JournalismNext.com  
https://www.journalismnext.com  
703-629-0178  
Total interviewees for reporting period: 0

17. Public Radio News Directors Inc. (PRNDI)  
PO Box 838  
Sturgis, SD 57785  
http://prndi.org/  
Total interviewees for reporting period: 0

18. Radio Television Digital News Association (RTDNA)  
529 14th Street, NW, Suite 1240  
Washington, DC 20045  
https://www.rtdna.org  
Total interviewees for reporting period: 0

19. University of Iowa Career Services  
100 Pomerantz Center, Suite C310  
Iowa City, IA 52242  
319-335-1023  
http://uiowa-csm.symplicity.com/employers  
Total interviewees for reporting period: 0

20. University of Missouri, Kansas City  
Student Success Center  
5000 Holmes; Floor 2  
Kansas City, MO 64110  
816-235-1636  
http://umkc-csm.symplicity.com/employers  
Total interviewees for reporting period: 0

21. University of Northern Iowa  
102 Gilchrist Hall  
Cedar Falls, IA 50614-0384  
319-273-6857  
http://www.uni.edu/careerservices/  
Total interviewees for reporting period: 0

22. University of Wisconsin Platteville  
Tower 610, 1 University Plaza  
Platteville, WI 53818  
608-342-1627  
http://www.uwplatt.edu/  
Contact: Arthur Ranney  
Total interviewees for reporting period: 0

23. Vision Maker Media  
1800 N. 33 Street  
Lincoln, NE 68503  
402-472-3522  
http://www.nativetelecom.org/  
Total interviewees for reporting period: 0

24. Wartburg College  
100 Wartburg Boulevard  
Waverly, IA 50677  
319-352-8615  
http://wartburg-csm.symplicity.com/employers  
Total interviewees for reporting period: 0
25. No response
   The candidate opted not to share
   information on where they learned
   of the position.
   Total interviewees for reporting period: 1  Grand total interviewees for reporting period: 14
KSUI FM, WSUI AM has engaged in the following outreach activities as covered during the term of this report:

<table>
<thead>
<tr>
<th>Type of Activity</th>
<th>Description</th>
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</table>
| (i) Job Fair Participation –            | KSUI FM, WSUI AM participated in the October 17, 2018 Iowa State University Greenlee School of Journalism Jump-Start Internship and Job Fair career fair, presenting professional and internship opportunities in public radio and raising general awareness of the organization among young professionals.  
In two years’ time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions  
KSUI FM, WSUI AM participated in the February 26, 2019 Iowa State University Greenlee School of Journalism Jump-Start Internship and Job Fair career fair, presenting professional and internship opportunities in public radio and raising general awareness of the organization among young professionals. |
| (iv) Participation in community group events – | River to River Host and Producer Ben Kieffer served as moderator for a Q&A after a screening of the film Capturing the Flag. This event was hosted by the University of Iowa Lecture Committee and University of Iowa Public Policy Center.  
In two years’ time: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities  
On October 17, 2018, News/Program Director Katherine Perkins and the full Talk Show staff hosted a group of Solon Middle School students. The event was sponsored by the Workplace Learning Connection through Kirkwood Community College. The students toured the station, watched a live talk show, talked about what makes public broadcasting unique, and got a crash course in audio editing. |
| (v) Internship Program –                | KSUI FM, WSUI AM continued its internship program, offering programs to students in talk show, news, and music production. The internship program works primarily with students at the University of Iowa, offering skills-developing internships that have prepared students for employment after college. Several students that have participated in this program have later begun successful careers in public media.  
In two years’ time: Establishment of an internship program designed to assist members of the community to acquire skills needed for |
To highlight one internship from this past year, in the Talk Show department, six students assisted the producers of the daily talk shows by researching and booking guests, conducting pre-interviews, screening calls during call-in portions of the shows, and posted the show audio and supporting text on the website.

KSUI FM, WSUI AM encourages its employees to participate in career-development opportunities, which include webinars, in-person training, and conference participation in areas of relevance to the employee and the employee’s work. This year, staff participated in several professional development training programs. A few of those programs are included as examples of how the station supports training for its employees.

Reporter Kate Payne attended the Midwest Environment Reporting Workshop presented by InsideClimate News. This business journalism focused workshop offered training on how to responsibly cover the clean energy economy in the Midwest and how to produce in-depth clean energy, environmental and climate stories.

News/Program Director Katherine Perkins attended the Public Radio Content Conference presented by PRPD in August 2019, in Minneapolis. She participated in conversations with public radio program directors, producers, executives, and decision makers regarding content and programming issues.

**NOTE:** The station employment unit is located in a market with a population of fewer than 250,000, and therefore is required to complete two long-term outreach activities every two years.