

**EEO PUBLIC FILE REPORT**

**FOR**

**KUNI/KHKE FM RADIO**

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FOR  
KUNI/KHKE FM  
Licensed to: The University of Northern Iowa, Cedar Falls, 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>.

**Mailing Address:**  
  
**Communication Arts Center 322  
 University of Northern Iowa  
 Cedar Falls, IA 50614-0359**

**Telephone Number: 515-725-1705  
 Contact Person: Kelly Edmister  
 E-mail Address: kedmister@iowapublicradio.org**

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Interviewees Source of Referral</u>	<u>Selected Hire Source of Referral</u>	<u>Recruitment Sources Utilized, From Attachment A</u>
No positions were filled during this reporting period				

**KUNI/KHKE FM  
EEO Public File Report  
Attachment "A"**

Recruitment Sources used for Full-Time Job Openings:

No positions were recruited or filled during this reporting period.

**KUNI/KHKE FM  
EEO Public File Report  
Attachment "B"**

KUNI/KHKE FM has engaged in the following outreach activities as covered during the term of this report:

<b>Type of Activity</b>	<b>Description</b>
<p style="text-align: center;">(i) Job Fair Participation –</p> <p>In two years' time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions</p>	<p>KUNI/KHKE 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.</p> <p>KUNI/KHKE 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.</p>
<p style="text-align: center;">(iv) Participation in community group events –</p> <p>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</p>	<p>On November 2, 2018, <i>All Things Considered</i> Host Pat Blank attended the UNI Communications Department Annual Fast Forward Workshop to advise students with resume tips and pointers, and to describe her adjunct instructor assignment with interested students.</p>
<p style="text-align: center;">(viii) Training Programs –</p> <p>In two years' time: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</p>	<p>KUNI/KHKE 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 KUNI/KHKE supports training for its employees.</p>

<p>(viii) Training Programs (Cont'd) –</p>	<p>Broadcast Engineer Keaton Scovel attended the Association of Public Radio Engineers Public Radio Engineering Conference 2019. This conference addressed various topics such as “IT Security of your Air Chain,” “New Tech Trends,” and “Future Proof Audio Streaming and Podcast Tech.”</p> <p>IT Specialist Bill Wallin and Broadcast Engineer Keaton Scovel attended the NAB Show presented by the National Association of Broadcasters in Las Vegas, Nevada in April 2019. The NAB Show spotlighted the latest advancements in media, entertainment, and technology.</p> <p>Engineering Operations Manager Steve Schoon participated in several trainings hosted by Nautel Corporation throughout the year. Some of the sessions he attended included “The Complete Guide to Nautel’s Radio Coverage Tool,” “Saving Money with Nautel’s NX Series MW Transmitters,” “All Digital AM in the Real World,” and “NPR Future Systems Project.”</p> <p>Production Assistant and Studio One Host Tony Dehner attended NON-COMM 2019 presented by WXPN. This convention brought together public (non-commercial) music radio programmers, music industry representatives, and music talent from across the country. Tony attended conference sessions that explored best practices, opportunities, and challenges for stations with a focus on artist and community impact and sustainability.</p>
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*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.*