EEO PUBLIC FILE REPORT

FOR

KSUI FM

WSUI AM
The report below lists all full-time vacancies filled during the reporting period.


<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 (2)</td>
<td>6</td>
<td>Corporation for Public Broadcasting (3), Current employee referral (2), Iowa Public Radio website (1)</td>
<td>Corporation for Public Broadcasting (1), Current employee referral (1)</td>
<td>1 – 20</td>
</tr>
<tr>
<td>Cedar Rapids Reporter</td>
<td>4</td>
<td>Current employee referral (1), Corporation for Public Broadcasting (3)</td>
<td>Corporation for Public Broadcasting</td>
<td>2 – 20</td>
</tr>
<tr>
<td>Talk Show Producer</td>
<td>4</td>
<td>Iowa Public Radio website (1), Corporation for Public Broadcasting (2), Current magazine (1)</td>
<td>Corporation for Public Broadcasting</td>
<td>2 – 20</td>
</tr>
</tbody>
</table>
Recruitment Sources used for Full-Time Job Openings:

1. Iowa Public Radio On-Air Announcements
   2022 Communications Bldg.
   Ames, IA 50011
   515-294-8518
   Contact: Renee Albright

   Total interviewees for reporting period: 0

2. Iowa Public Radio Website
   2111 Grand Avenue
   Suite 100
   Des Moines, IA 50312
   515-725-1707
   Contact: Matt Sieren
   www.iowapublicradio.org
   Total interviewees for reporting period: 2

3. Current Employee Referrals
   E-mail to all staff announcing the open position and encouraging them to recruit

   Total interviewees for reporting period: 3

4. Columbia School Graduate School of Journalism
   2950 Broadway (at 116th Street)
   New York, NY 10027
   212-854-2980
   https://journalism-columbia-csm.symplicity.com/employers/
   Total interviewees for reporting period: 0

5. Corporation for Public Broadcasting Website
   http://www.cpb.org/jobline/
   401 Ninth Street, NW
   Washington, DC 20004-2129
   202-879-9600

   Total interviewees for reporting period: 8

6. Current Magazine
   6930 Carroll Ave., Suite 350
   Takoma Park, MD 20912
   301-270-7240, ext. 36
   Contact: Ron Woods

   Total interviewees for reporting period: 1

7. Dual Career Network
   616 Jefferson Building
   Iowa City, IA 52242
   319-335-3524
   Contact: Heidi McLaughlin

   Total interviewees for reporting period: 0

8. Filipino-American Association of Iowa
   Contact: Alma Reed

   Total interviewees for reporting period: 0

9. 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

10. Iowa State University Career Services
    1320 Gerdin Business Building
    Ames, IA 50011
    https://ecms.eng.iastate.edu/employers/

    Total interviewees for reporting period: 0
Total interviewees for reporting period: 0

11. Kirkwood Community College  
6301 Kirkwood Blvd. SW  
Cedar Rapids, IA 52404  
319-398-5411  
http://www.kirkwood.edu/  
Total interviewees for reporting period: 0

12. LinkedIn  
http://www.linkedin.com/  
Total interviewees for reporting period: 0

13. Native American Public Telecommunications  
1800 N. 33 St  
Lincoln, NE 68503  
402-472-3522  
Contact: Shirley Sneve  
http://www.nativetelecom.org/  
Total interviewees for reporting period: 0

14. Pacific Islanders in Communications  
1221 Kapiolani Blvd. Suite 6A-4  
Honolulu, HI 96814  
800-591-0059  
Contact: Ruth Bolan  
http://www.piccom.org/  
Total interviewees for reporting period: 0

15. Public Radio Program Directors (PRPD)  
38 Milford Street  
Hamilton, NY 13346  
www.prpd.org  
Total interviewees for reporting period: 0

16. 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

17. 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

18. 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

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

Total interviewees for reporting period: 14

20. Wartburg College  
100 Wartburg Blvd.  
Waverly, IA 50677  
319-352-8615  
http://wartburg-csm.symplicity.com//employers  
Total interviewees for reporting period: 0
KSUI/WSUI 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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<tbody>
<tr>
<td>(i) Job Fair Participation –</td>
<td>KSUI/WSUI participated in the September 16, 2013 University of Northern Iowa career fair, presenting professional opportunities in public radio and raising general awareness of the organization among young professionals. KSUI/WSUI participated in the September 26, 2013 University of Iowa career fair, presenting professional opportunities in public radio and raising general awareness of the organization among young professionals.</td>
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<tr>
<td>(iv) Participation in community group events –</td>
<td>On April 9, 2013, River to River host Ben Kieffer moderated a screening of “The Waiting Room,” which was previously discussed on his show. This event, which was presented by the University of Iowa College of Medicine, was open to the general public and included discussion on both the movie and the medium used by the filmmakers – both video and the locally hosted talk show, which opened discussion around issues the media face, including employment opportunities.</td>
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<tr>
<td>(v) Internship Program –</td>
<td>KSUI/WSUI continued its internship program, offering opportunities in talk show production and underwriting sales. To highlight an internship from this past year, in the talk show department KSUI/WSUI offered a student the opportunity to research possible talk shows, research the background of and call on prospective guests, storyboard and prepare main components of shows, and monitor callers during live shows. This recent graduate applied for and earned a position with the organization from a pool of more than 30 other candidates.</td>
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<tr>
<td>(v) Internship Program (Continued) –</td>
<td>In the past year 6 students participated in the internship program.</td>
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<tr>
<td>(viii) Employee Training –</td>
<td>KSUI/WSUI continues to provide professional growth training opportunities for station personnel. Past training opportunities included:</td>
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| In two years’ time: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions | • November 16 and 17, 2012: *Weekend Edition* host Julie Englander and Correspondent Dean Borg participated in News training focused on individual and departmental needs and aspirations, developing skills to assist the employees in developing their skillset in a way that would allow them to grow within the organization and help the department move forward strategically.  
• March 19, 2013: *Java Blend* host Ben Kieffer and Student Producer Kendall McCabe participated in website training focused on how to post and deliver content on the organization’s website. The training reviewed and discussed strategies for posting content so that it would be better geared to be clicked into and viewed by online viewers.  
• May 20, 2013: *River to River* host Ben Kieffer, *Talk of Iowa* host Charity Nebbe, talk show producers Ben Stanton, Emily Woodbury, Sarah Boden, and Dennis Reese, and Executive producer of Talk Shows Katherine Perkins visited WBEZ in Chicago. During their field visit they observed the station’s talk show *The Morning Shift*, participated in talk show team meetings, and watched as show ideas were story boarded and developed. The ideas were brought back and implemented among the talk show team, positively impacting the daily presentation of the shows and providing additional skills for the individual members of the team. |

**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.