

**EEO PUBLIC FILE REPORT**

**FOR**

**KUNI/KHKE FM RADIO**

**EEO PUBLIC FILE REPORT  
FOR  
KUNI/KHKE FM  
Licensed to: The University of Northern Iowa, Cedar Falls, Iowa  
October 1, 2012 – September 30, 2013**

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: <http://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 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 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.</p> <p>KUNI/KHKE 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.</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 13, 2012, <i>All Things Considered</i> Host Pat Blank served as a guest speaker for a "Beginning Journalism" class at Wartburg College in Waverly, Iowa. As part of her presentation, she discussed employment in journalism and media.</p> <p>On September 9 and 16, 2013, <i>All Things Considered</i> Host Pat Blank served as a guest lecturer for the University of Northern Iowa's "Online Journalism" class. As part of her lectures, she discussed employment in journalism and media.</p>
<p style="text-align: center;">(v) Internship Program –</p> <p>In two years' time: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>KUNI/KHKE continued its internship program, offering opportunities in the following departments: underwriting and music.</p> <p>To highlight one internship from this past year, in the music department, students worked together to spearhead completion of a project related to consolidating three separate music libraries into one, also unifying the separate datasets from those libraries. The students worked to build an effective consolidation process, self-managed and remained disciplined during the process, and completed the project ahead of schedule. They then removed all</p>

	<p>duplicate CDs and their corresponding data as part of the data merge process.</p> <p>The internships offered by KUNI/KHKE provide the students with a broad base of experience and more developed professional skills for future employment in public radio and other industries.</p> <p>In the past year ten students participated in the internship program.</p>
<p>(viii) Employee Training –</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 provided professional growth training opportunities for station personnel. Training opportunities this past year included:</p> <ul style="list-style-type: none"> <li>• November 16 and 17, 2012: <i>All Things Considered</i> host Pat Blank 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.</li> <li>• March 19, 2013: Classical and alternative music hosts Curt Snook, Karen Impola, Mark Simmet, Tony Dehner, and Al Schares 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.</li> </ul>

*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.*