This 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>Executive Director</td>
<td>7</td>
<td>Corporation for Public Broadcasting (3), Friend referral (3), PRADO Listserv (1)</td>
<td>Friend referral</td>
<td>1, 2, 5 – 13, 17 – 20, 22 – 25, 27 – 39, 41, 42</td>
</tr>
<tr>
<td>Accounting Manager</td>
<td>2</td>
<td>Friend referral (1), Indeed.com (1)</td>
<td>Friend referral</td>
<td>1 – 4, 8, 13 – 15, 18, 22, 24 – 26, 35, 37, 39 – 42</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: 0

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

   Total interviewees for reporting period: 0

4. AIB College of Business
   2500 Fleur Drive
   Des Moines, IA 50321-1749
   515-244-4221
   www.aib.edu
   Total interviewees for reporting period: 0

5. Cedar Rapids Gazette
   500 3rd Ave. SE
   Cedar Rapids, IA 52401
   319-398-8354
   http://thegazette.com/
   Total interviewees for reporting period: 0

6. Central College
   812 University Street
   Pella, IA 50219-1999
   877-462-3687
   www.central.edu
   Total interviewees for reporting period: 0

7. 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

8. 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: 3

9. Creighton University
   2500 California Plaza
   Omaha, NE 68178
   402-280-2722
   Contact: Linda Dunn
   http://www.creighton.edu/careercenter/
   Total interviewees for reporting period: 0

10. Current Magazine
    6930 Carroll Ave., Suite 350
    Takoma Park, MD 20912
    301-270-7240, ext. 36
    Total interviewees for reporting period: 0
11. Des Moines Business Record
   The Depot at Fourth
   100 4th St.
   Des Moines, IA 50309
   http://businessrecord.com/
   Total interviewees for reporting period: 0

12. Des Moines Register
   715 Locust
   Des Moines, IA 50309
   515-284-8486
   Contact: Sarah Holst
   Total interviewees for reporting period: 0

13. Drake University
   2507 University Avenue
   Des Moines, IA 50311-4505
   515-271-2011
   www.drake.edu
   Total interviewees for reporting period: 0

14. Dual Career Network
   616 Jefferson Building
   Iowa City, IA 52242
   319-335-3524
   Contact: Heidi McLaughlin
   Total interviewees for reporting period: 0

15. Filipino-American Association of Iowa
   Contact: Alma Reed
   Total interviewees for reporting period: 0

16. Friend referrals
   NOTE: Non-IPR recruiting source. Applicants
   were referred to available positions through
   friends that heard of the opportunity.
   Total interviewees for reporting period: 4

17. Grand View University
   1200 Grandview Avenue
   Des Moines, IA 50316-1529
   515-263-2800
   www.gvc.edu
   Total interviewees for reporting period: 0

18. Greater Des Moines Partnership
   700 Locust Street #100
   Des Moines, IA 50309
   515-286-4950
   Contact: Mary Bontrager
   www.desmoinesmetro.com
   Total interviewees for reporting period: 0

19. Greater Public (Previously Development Exchange International)
   401 North 3rd Street
   Minneapolis, MN 55401
   http://www.deiworksite.org/
   Total interviewees for reporting period: 0

20. Grinnell College
   PO Box 805
   Grinnell, IA 50112
   641-269-4000
   http://www.grinnell.edu/
   Total interviewees for reporting period: 0

21. Indeed.com
   NOTE: Non-IPR recruiting source. Company collects
   available jobs and posts on their site.
   Total interviewees for reporting period: 1

22. Iowa Broadcasters Association
   PO Box 71186
   Des Moines, IA 50325
   515-224-7237
   Contact: Sue Toma
   http://iowabroadcasters.com/
   Total interviewees for reporting period: 0
23. Iowa City Press Citizen  
123 N. Linn St.  
Iowa City, IA 52245  

Total interviewees for reporting period: 0

24. Iowa College Recruiting Network  
10 Merrill Park Circle, Suite B  
Grinnell, IA 50012  
515-867-6890  
Contact: Valorie Larsson  
http://recruitiowagrad.com/  

Total interviewees for reporting period: 0

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

Total interviewees for reporting period: 0

26. Kirkwood Community College  
6301 Kirkwood Blvd. SW  
Cedar Rapids, IA 52404  
319-398-5411  
http://www.kirkwood.edu/  

Total interviewees for reporting period: 0

27. NPR Jobs  
Lars Schmidt  
Senior Director, Talent Acquisition & Innovation  
202-513-2908  
LSchmidt@npr.org  

Total interviewees for reporting period: 0

28. 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

29. PRADO Listserv  
www.pradoweb.org/  
515-725-1726  
Wendy Ridout  

Total interviewees for reporting period: 0

30. Public Radio News Directors Inc. (PRNDI)  
PO Box 838  
Sturgis, SD 57785  
Contact: George Bodarky  
http://prndi.org/  

Total interviewees for reporting period: 0

31. Public Radio Program Directors (PRPD)  
38 Milford Street  
Hamilton, NY 13346  
www.prpd.org  

Total interviewees for reporting period: 0

32. Simpson College  
701 North C Street  
Indianola, IA 50125  
515-961-6251  
https://simpson-csm.symplicity.com/  

Total interviewees for reporting period: 0

33. Society of Broadcast Engineers  
9102 North Meridian Street  
Suite 150  
Indianapolis, IN 46260  
317-846-9000  
www.sbe.org  

Total interviewees for reporting period: 0

34. Tvandradiojobs.com  
http://tvandradiojobs.com/cgi-bin/classifieds/classifieds.cgi  

Total interviewees for reporting period: 0
35. 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

36. University of Kansas Career Services  
The University of Kansas  
Lawrence, KS 66045  
(785) 864-2700  
https://ku-csm.symplicity.com/employers  
**Total interviewees for reporting period:** 0

37. 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

38. University of Nebraska – Lincoln  
230 Nebraska Union  
Lincoln, NE 68588-0451  
402-472-3145  
http://www.unl.edu/careers/  
**Total interviewees for reporting period:** 0

39. 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

40. 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

41. Vision Maker Media  
1800 N. 33 St  
Lincoln, NE 68503  
402-472-3522  
Contact: Shirley Sneve  
http://www.nativetelecom.org/  
**Total interviewees for reporting period:** 0

42. Wartburg College  
100 Wartburg Blvd.  
Waverly, IA 50677  
319-352-8615  
http://wartburg-csm.symplicity.com//employers  
**Total interviewees for reporting period:** 0

43. Waterloo Cedar Falls Courier  
PO Box 540  
100E. 4th St.  
Waterloo, IA 50704  
http://wcfcourier.com/  
**Total interviewees for reporting period:** 0

44. **Total interviewees for reporting period:** 9
WOI 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>
</tr>
</thead>
</table>
| (i) Job Fair Participation –          | WOI-AM/FM participated in the September 24, 2014 Iowa State University College of Humanities and Sciences and Liberal Arts and Sciences career fair, presenting professional opportunities in public radio and raising general awareness of the organization among young professionals.  
WOI-AM/FM participated in the September 25, 2014 University of Northern Iowa career fair, presenting professional opportunities in public radio and raising general awareness of the organization among young professionals. |
| (iv) Participation in community group events – | On October 15, 2013, Development Specialist Britleigh Martin served as a guest speaker at an Iowa State University Communications Studies club meeting in Ames, Iowa. During her presentation, Martin discussed her position with WOI-AM/FM, how her college studies enabled her to begin work in public media, and other career opportunities in public media.  
On October 23, 2013, Administrative Services Manager Matt Sieren served as a guest panelist at a career forum sponsored by Drake University’s Journalism department. During the forum, the panelists discussed their positions and careers in media and answered student questions about working in media, internship opportunities, interviewing skills, and how to develop successful careers.  
On October 31, 2013, Correspondent Rick Fredericksen served as a guest lecturer for a Drake University Journalism class. During the lecture, Fredericksen discussed news, story preparation, sound techniques, and his career in media. |
(iv) Participation in community group events
(Continued) –
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 December 11, 2013, Director of Finance & Administration Kelly Edmister served as a guest presenter for a University of Iowa Business Communications and Protocol course. During the course of the presentation she interacted with students, assisting them and providing feedback around composing professional emails, conducting interviews, formatting slideshows, and giving formal introductions.

On February 10, 2014, Correspondent Rob Dillard served as a presenter to a group of twenty-five journalists from Africa and the Middle East. During the conversation, he spoke about radio reporting and how WOI-AM/FM makes its reporting decisions.

(v) Internship Program –
In two years’ time: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

WOI continued its internship program, offering opportunities in the following departments: traffic, operations, and news reporting.

To share one success story, in the Operations department a student was given the opportunity to provide support to the daily preparation of all on-air sound. This included ingesting audio from local and national (satellite) sources, editing it as necessary to fit time parameters, packaging it with Traffic spots, and sending it to the transmitters for broadcast.

In the past year 15 students participated in the internship program.

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.