EEO PUBLIC FILE REPORT

FOR

KUNI/KHKE FM RADIO
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>IT Specialist</td>
<td>6</td>
<td>On-Air Announcements (2), Friend referral (2), Indeed.com (2)</td>
<td>Friend referral</td>
<td>1 – 6, 8, 9, 11, 14, 16 – 22, 25, 28, 29, 31</td>
</tr>
<tr>
<td>Radio Broadcast Engineer</td>
<td>3</td>
<td>Iowa Public Radio website (2), Society of Broadcast Engineers (1)</td>
<td>Iowa Public Radio website</td>
<td>1 – 4, 6, 7, 9 – 11, 13, 14, 17 – 19, 22 – 31</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:** 2

2. Iowa Public Radio Website
   2111 Grand Avenue
   Suite 100
   Des Moines, IA 50312
   515-725-1707
   Contact: Matt Sieren
   [www.iowapublicradio.org](http://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:** 0

4. Central College
   812 University Street
   Pella, IA 50219-1999
   877-462-3687
   [www.central.edu](http://www.central.edu)

   **Total interviewees for reporting period:** 0

5. Corridor Business Journal
   845 Quarry Rd.
   Coralville, IA 52241
   319-887-2251
   [www.corridorbuisness.com](http://www.corridorbuisness.com)

   **Total interviewees for reporting period:** 0

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

   **Total interviewees for reporting period:** 0

7. Current Magazine
   6930 Carroll Ave., Suite 350
   Takoma Park, MD 20912
   301-270-7240, ext. 36

   **Total interviewees for reporting period:** 0

8. Drake University
   2507 University Avenue
   Des Moines, IA 50311-4505
   515-271-2011
   [www.drake.edu](http://www.drake.edu)

   **Total interviewees for reporting period:** 0

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

   **Total interviewees for reporting period:** 0

10. Dubnet list serve
    Contact: Jason Burns

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

12. Friend and family referrals  
   NOTE: Non-IPR recruiting source. Applicants  
   were referred to available positions through  
   friends that heard of the opportunity.  
   Total interviewees for reporting period: 2

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

14. Hawkeye Community College  
   844 W. 4th St.  
   Waterloo, IA 50702  
   319-296-2320  
   www.hawkeyecollege.edu  
   Total interviewees for reporting period: 0

15. Indeed.com  
   NOTE: Non-IPR recruiting source. Company collects  
   available jobs and posts on their site.  
   Total interviewees for reporting period: 2

16. Indian Hills Community College  
   525 Grandview Ave  
   Ottumwa, IA 52501  
   641-683-5111  
   www.indianhills.edu  
   Total interviewees for reporting period: 0

17. 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

18. 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

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

20. ITT Technical Institute – Cedar Rapids campus  
    3735 Queen Ct SW  
    Cedar Rapids, IA 52404  
    319-297-3400  
    http://www2.itt-tech.edu/it/campus/school.cfm?loc_num=132  
    Total interviewees for reporting period: 0

21. ITT Technical Institute – Des Moines campus  
    1860 NW 118th St. #110  
    Clive, IA 50325  
    515-327-5500  
    http://www.itt-tech.edu/campus/school.cfm?loc_num=117  
    Total interviewees for reporting period: 0

22. Kirkwood Community College  
    6301 Kirkwood Blvd. SW  
    Cedar Rapids, IA 52404  
    319-398-5411  
    http://www.kirkwood.edu/  
    Total interviewees for reporting period: 0
23. PubTech list serve
   Contact: Steve Schoon/Jason Burns

   Total interviewees for reporting period: 0

24. Simpson College
    701 North C Street
    Indianola, IA 50125
    515-961-6251
    https://simpson-csm.symplicity.com/
    Total interviewees for reporting period: 0

25. Society of Broadcast Engineers
    9102 North Meridian Street
    Suite 150
    Indianapolis, IN 46260
    317-846-9000
    www.sbe.org
    Total interviewees for reporting period: 1

26. Society of Broadcast Engineers – Chapter 109
    4106 SE 22nd St.
    Des Moines, IA 50320
    515-247-8866
    kdrewes@hearst.com
    Total interviewees for reporting period: 0

27. 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

28. 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

29. 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

30. 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

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

Total interviewees for reporting period: 9
KUNI/KHKE FM 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 – In two years’ time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions</td>
<td>KUNI/KHKE FM participated in the September 22, 2015 Iowa State University Greenlee School of Journalism Jump-Start Internship and Job Fair career fair, presenting professional opportunities in public radio and raising general awareness of the organization among young professionals. KUNI/KHKE FM participated in the September 30, 2015 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.</td>
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<tr>
<td>(iv) Participation in community group events – 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</td>
<td>On October 4 &amp; 5, 2014, <em>Studio One Tracks</em> host Mark Simmet participated in a panel discussion about how artists can submit their music to help guarantee it is noticed by hosts and later played on-air. This event, which was presented by the Des Moines Music Coalition as part of its “Music University,” was open to the public. On October 17, 2014, <em>All Things Considered</em> host Pat Blank served as a panelist for a workshop for Communications Studies students at the University of Northern Iowa. As part of the workshop, she provided training for newsroom beginners with other media professionals. During this, she also discussed employment in journalism and media. On June 19, 2015, Technical Producer Phil Maass hosted a group of Head Start students (students who may otherwise not be exposed to as many academic and special interests education opportunities) in the studios. During the time, Maass discussed careers in public media, showed some basic recording skills, and recorded the students in the studios, allowing them to hear themselves “on air.”</td>
</tr>
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(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

KUNI/KHKE FM continued its internship program, opportunities in the following departments: music and news reporting. The internship program works with students at the University of Northern 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.

To highlight one internship from this past year, in the music department, one student assisted one of the Classical hosts with preparing marketing materials around locally produced Classical specials. This individual collected PR materials from different local organizations, researched pieces of music, compiled the PR and research, and prepared web posts around the production.

In the past year 6 students participated in the internship program.

(viii) Training Programs –

In two years’ time: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

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 the station supports training for its employees.

News staff participated in “Morning Edition Grad School” November 8, 2014, in Atlanta, Georgia. The training focused on hosting the national magazine with a local perspective, including how to have a strong local newscast, news interviews, and features. News staff that attended included Pat Blank.

Music staff participated in “Cycle 5 – Intro to New Features – Content Features” March 11, 2015, via webinar. The presenting organization was NPR Digital Services. The training focused on posting techniques for online content, including the best approach to create a post, new options and add-ins for posts, and how to improve a post’s visability. Music staff that participated included Mark Simmet.

**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.