EEO PUBLIC FILE REPORT

FOR

THE WOI RADIO GROUP

WOI-AM

WOI-FM
This report below lists all full-time vacancies filled during the reporting period.


<table>
<thead>
<tr>
<th>Mailing Address:</th>
<th>2022 Communications Building</th>
<th>Iowa State University</th>
<th>Ames, IA 50011</th>
</tr>
</thead>
</table>

<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>Major Gifts Officer</td>
<td>6</td>
<td>Business Record (1), Association of Fundraising Professionals Central Iowa Chapter (1), Community Foundation of Greater Des Moines (2), Iowa Public Radio Staff (1), No response (1)</td>
<td>Association of Fundraising Professionals Central Iowa Chapter</td>
<td>1 – 3, 5 – 11, 13 – 19, 22, 24, 27, 29, 31 – 35</td>
</tr>
</tbody>
</table>
Recruitment Sources used for Full-Time Job Openings:

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

   Total interviewees for reporting period: 1

2. Iowa Public Radio Staff
   E-mail to all staff announcing the open position and encouraging staff to recruit.

   Total interviewees for reporting period: 2

3. 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: 1

4. Adirondack College
   640 Bay Road
   Queensbury, NY 12804

   Total interviewees for reporting period: 0

5. Association of Fundraising Professionals
   Central Iowa Chapter
   37 Liberty Bell Boulevard
   Pleasant Hill, IA 50327
   Contact: Suzanne Hull
   afpcentraliowa@gmail.com

   Total interviewees for reporting period: 1

6. Business Record
   The Depot at Fourth
   100 4th Street
   Des Moines, IA 50309
   http://businessrecord.com/

   Total interviewees for reporting period: 1

7. Central College
   812 University
   Pella, IA 50219
   877-462-3687
   www.central.edu

   Total interviewees for reporting period: 0

8. Community Foundation of Greater Des Moines
   1915 Grand Avenue
   Des Moines, IA 50309
   515-883-2626
   http://www.desmoinesfoundation.org/

   Total interviewees for reporting period: 2

9. Corporation for Public Broadcasting
   401 9th Street, NW
   Washington, DC 20004
   202-879-9600
   http://www.cpb.org/jobline/

   Total interviewees for reporting period: 1

10. Creighton University
    2500 California Plaza
    Omaha, NE 68178
    402-280-2722
    http://www.creighton.edu/careercenter/

    Total interviewees for reporting period: 0
11. Current
   http://jobs.current.org

   Total interviewees for reporting period: 0

12. Des Moines Society of Broadcast Engineers
    Contact: Ken Drewes
    kdrewes@hearst.com

   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. Grand View University
    1200 Grandview Avenue
    Des Moines, IA 50316-1529
    515-263-2800
    www.gvc.edu

   Total interviewees for reporting period: 0

17. Greater Des Moines Partnership
    700 Locust Street #100
    Des Moines, IA 50309
    515-286-4950
    www.desmoinesmetro.com

   Total interviewees for reporting period: 0

18. Greater Public
    http://greaterpublic.org/job-line

   Total interviewees for reporting period: 0

19. Grinnell College
    PO Box 805
    Grinnell, IA 50112
    641-269-4000
    http://www.grinnell.edu/

   Total interviewees for reporting period: 0

20. Hawkeye Community College
    844 W. 4th St.
    Waterloo, IA 50702
    319-296-2320
    www.hawkeyecollege.edu

   Total interviewees for reporting period: 0

21. Iowa Broadcasters Association
    PO Box 71186
    Des Moines, IA 50325
    515-224-7237
    Contact: Sue Toma
    http://iowabroadcasters.com

   Total interviewees for reporting period: 1

22. 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
23. Iowa State Daily
   Contact: Sara Brown
   Sara.brown@iastatedaily.com

   Total interviewees for reporting period: 0

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

   Total interviewees for reporting period: 0

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

   Total interviewees for reporting period: 0

26. Ohio University
   https://ohio-csm.symplicity.com/employers/

   Total interviewees for reporting period: 0

27. PRADO List Serve
   PRADO@listserv.syr.edu

   Total interviewees for reporting period: 0

28. PubTech List Serve
   pubtech@lists.pubtech.org

   Total interviewees for reporting period: 0

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

   Total interviewees for reporting period: 0

30. Society of Broadcast Engineers
   http://www.sbe.org/sections/

   Total interviewees for reporting period: 0

31. 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

32. 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

33. 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

34. 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
35. Wartburg College
   100 Wartburg Blvd.
   Waverly, IA 50677
   319-352-8615
   http://wartburg-csm.symplicity.com//employers

   Total interviewees for reporting period: 0

36. No response
   The candidate opted not to share information on where they learned of the position.

   Total interviewees for reporting period: 2

Grand total interviewees for reporting period: 12
WOI engaged in the following outreach activities as covered during the term of this report:

<table>
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<tr>
<th>Type of Activity</th>
<th>Description</th>
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<tbody>
<tr>
<td>(i) Job Fair Participation</td>
<td>WOI participated in the February 23, 2016 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.</td>
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<tr>
<td>(iv) Participation in community group events –</td>
<td>On November 2, 2015, Reporter John Pemple hosted a delegation of young media professionals from Russia. During their time with Pemple, the professionals learned the basics of radio broadcasting and reporting in the United States. On February 18, 2016, Reporter Amy Mayer served as a guest of an Iowa State University Agricultural Communications class. The students learned about audio production, explored what makes a good story, and career opportunities in public radio. On May 26, 2016, Account Executive Jordan Powers participated in a Downtown Des Moines Chamber of Commerce Economic Bike Tour. During the event, Powers met and interacted with other business professionals in Des Moines, discussing public radio and its importance to the community as well as the importance of investing in public radio.</td>
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In two years’ time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring 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 to students in traffic, operations, and news reporting. The internship program works with students at Iowa State University and Drake University, 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.

One student this past year held an internship in the news department, where she participated in the daily production of radio content, often pitching and later airing completed audio stories.

In the past year 2 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

WOI 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 WOI supports training for its employees.

Reporter Sarah Boden participated in two digital training sessions. The first, “Investigating Nonprofits,” was hosted by the Investigative Reporters and Editors on November 5, 2015; the second, “Host-Reporter Two Ways” was hosted by NPR Training on March 24, 2016. Both sessions taught Boden valuable and new reporting skills that have helped her develop as a reporter.

Traffic Manager Renee Albright participated in several digital traffic system training sessions hosted by Allegiance Traffic Software. Sessions included Billing, Spot Availability Reports, and Log Editor Tool Training. These sessions have helped build her understanding of our traffic software and, consequently, improve her workflow.

Account Executive Jordan Powers participated in several underwriting sales training sessions, which have been via webinar. Sessions included “Understanding the Connected Car,” presented by Jacobs Media on June 28, 2016 and “Underwriting Credit Copy Workshop,”
(viii) Training Programs (Cont’d) –

presented by Greater Public on August 4, 2016. These trainings have helped improve her sales ability and knowledge in public radio.

Development staff participated in Greater Public’s “Public Media Development & Marketing Conference” August 11 & 12, 2016 in Boston, MA. The conference included sessions regarding developments in fundraising, the importance of data in fundraising, and other trainings for individual and corporate support staff. Development staff that attended included Troy Vogel, Katie McCoid and Tiffany Spinner.

Accounting Manager Molly McWilson participated in several digital trainings focused on CPA certification, including “Recognizing and Responding to Fraud Risk in Governmental and Non-for-Profit Organizations” and “Internal Control and COSO Essentials for Financial Managers, Accountants, & Auditors.” These trainings ensure she maintains her CPA certification and keeps up-to-date on the latest developments and changes in public accounting.

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.