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>Eastern Iowa Reporter</td>
<td>4</td>
<td>Current Employee Referrals (1); Corporation for Public Broadcasting (3)</td>
<td>Corporation for Public Broadcasting</td>
<td>1 – 11; 13; 15 – 19; 21 – 23; 25 – 29</td>
</tr>
<tr>
<td>Talk Show Producer</td>
<td>7</td>
<td>Current Employee Referrals (1); Corporation for Public Broadcasting (3); Facebook (1); Friend or Other Referrals (1); No Response (1)</td>
<td>Current Employee Referrals</td>
<td>1 – 4; 6 – 9; 11; 14; 16; 18 – 20; 23 – 29</td>
</tr>
</tbody>
</table>

Mailing Address:
710 S. Clinton St.
University of Iowa
Iowa City, IA 52242

Telephone Number: 515-725-1705
Contact Person: Kelly Edmister
E-mail Address: kedmister@iowapublicradio.org
1. Iowa Public Radio On-Air Announcements  
   1013 WOI Rd.  
   Ames, IA 50011  
   515-294-8518  
   **Total interviewees for reporting period: 0**

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

4. Columbia School Graduate School of Journalism  
   2950 Broadway (at 116th Street)  
   New York, NY 10027  
   212-854-2980  
   **Total interviewees for reporting period: 0**

5. Community Foundation of Greater Des Moines  
   1915 Grand Avenue  
   Des Moines, IA 50309  
   515-883-2626  
   **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: 6**

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: Garry Klein  
   **Total interviewees for reporting period: 0**

10. Facebook (Iowa Public Radio Facebook page)  
    1 Hacker Way  
    Menlo Park, CA 94025  
    650-543-4800  
    **Total interviewees for reporting period: 1**

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

12. Friend or other referrals  
    NOTE: Non-IPR recruiting source. Applicants were referred to available positions through friends or other sources that were aware of the opportunity.  
    **Total interviewees for reporting period: 1**
13. 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

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

15. Greater Public  
401 North 3rd Street, Suite 601  
Minneapolis, MN 55401  
800-454-2314  
Total interviewees for reporting period: 0

16. 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

17. Iowa Broadcast News Association  
http://owabroadcastnewsassociation.weebly.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. Public Radio News Directors Inc. (PRNDI)  
PO Box 838  
Sturgis, SD 57785  
Contact: George Bodarky  
http://prndi.org/  
Total interviewees for reporting period: 0

21. Radio Television Digital News Association (RTDNA)  
529 14th Street, NW, Suite 1240  
Washington, DC 20045  
https://www.rtdna.org  
Total interviewees for reporting period: 0

22. Twitter (@iowapublicradio, @IPRTalk accounts)  
1355 Market St #900  
San Francisco, CA 94103  
https://twitter.com  
Total interviewees for reporting period: 0

23. 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

24. University of Missouri School of Journalism  
Neff Hall  
Columbia, MO 65201  
https://hiremizzoutigers.com/  
Total interviewees for reporting period: 0
25. 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

26. 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

27. 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

28. 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

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

30. No response
    The candidate opted not to share
    information on where they learned
    of the position.
   Total interviewees for reporting period: 1
   Grand total interviewees for reporting period: 11
KSUI FM, WSUI AM 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>
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<tbody>
<tr>
<td>(i) Job Fair Participation -</td>
<td>WSUI/KSUI participated in the February 15, 2017 Iowa State University Greenlee School of Journalism Jump-Start Internship and Job Fair career fair, presenting professional and internship opportunities in public radio and raising general awareness of the organization among young professionals.</td>
</tr>
<tr>
<td>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>WSUI/KSUI participated in the September 26, 2017 Iowa State University Greenlee School of Journalism Jump-Start Internship and Job Fair career fair, presenting professional and internship opportunities in public radio and raising general awareness of the organization among young professionals.</td>
</tr>
</tbody>
</table>

(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

On October 5, 2016, News/Program Director Katherine Perkins hosted Solon 5th graders as part of their Arts & Communication tours. During their time with Perkins, the students learned the basics of radio and possible job opportunities in radio when they grow up, helping them build a better understanding about how radio works.

On November 2, 2016, Talk Show Host Charity Nebbe gave an Osher Lecture for the Iowa State University Alumni Association. Her lecture provided insight to the changes in the media landscape over the last twenty-two years, noting how the work of public broadcasting outlets is increasingly standing alone. Nebbe shared her experiences and lessons learned as part of the lecture.

On August 29, 2017, Reporter Katarina Sostaric and Talk Show Host Charity Nebbe visited Prairie Point Middle School, in Cedar Rapids, where they guest presented to two eighth grade journalism classes. They discussed careers in radio journalism and opportunities for the students in journalism when they grow up.
(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

KSUI FM, WSUI AM continued its internship program, offering programs to students in talk show, news, and music production. The internship program works with students at the University of 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 talk show department, seven students assisted the producers of the daily talk shows by researching and booking guests, conducting pre-interviews, screening calls during call-in portions of the shows, and posted the show audio and supporting text on the website.

In the past year, 8 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

KSUI FM, WSUI AM 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.

Engineer Jim Davies participated in an engineering safety webinar hosted by Nautel. The webinar occurred July 13, 2017, and was titled “Tips n Tricks: How to Not Blow Stuff Up.” The webinar focused on safely working with radio and transmitter equipment. Davies gained valuable knowledge about operating and troubleshooting various broadcast equipment safely.

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.