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, 2016 – September 30, 2017
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>Account Executive</td>
<td>2</td>
<td>Iowa Public Radio website (1); Current employee referrals (1)</td>
<td>Iowa Public Radio website</td>
<td>1 - 26</td>
</tr>
</tbody>
</table>

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
Recruitment Sources used for Full-Time Job Openings:

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: 1

3. Current Employee Referrals  
   E-mail to all staff announcing the open position and encouraging them to recruit.  
   Total interviewees for reporting period: 1

4. American Marketing Association of Iowa  
   Total interviewees for reporting period: 0

5. 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

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. Corridor Business Journal  
   2345 Landon Rd., Ste. 100  
   North Liberty, IA 52317  
   319-665-6397  
   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 paid ads  
    1 Hacker Way  
    Menlo Park, CA 94025  
    650-543-4800  
    Total interviewees for reporting period: 0

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

12. 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: 0
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. Greater Public
    401 North 3rd Street, Suite 601
    Minneapolis, MN 55401
    800-454-2314
    Total interviewees for reporting period: 0

15. Greater Cedar Valley Alliance
    360 Westfield Ave. Ste. 200
    Waterloo, IA 50701
    319-232-1156
    Total interviewees for reporting period: 0

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

17. 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

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

19. PRADO list-serve
    www.pradoweb.org
    Total interviewees for reporting period: 0

20. Luther College
    700 College Dr.
    Decorah, IA 52101
    563-387-2000
    Total interviewees for reporting period: 0

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

22. 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

23. 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

24. 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

25. Vision Maker Media
    1800 N. 33 St
    Lincoln, NE 68503
    402-472-3522
    Contact: Shirley Sneve

26. Wartburg College
    100 Wartburg Blvd.
    Waverly, IA 50677
    319-352-8615
    http://wartburg-csm.symplicity.com//employers
http://www.nativetelecom.org/

Total interviewees for reporting period: 0

Total interviewees for reporting period: 0

Grand total interviewees for reporting period: 2
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>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Job Fair Participation –</td>
<td>KUNI/KHKE 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></td>
<td>KUNI/KHKE 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>
<tr>
<td>(iv) Participation in community group events –</td>
<td>On June 23, 2017, Classical Music Host Barney Sherman hosted a discussion as part of the Iowa City UNESCO City of Literature/MusicIC Festival. The discussion explored connections between Beethoven’s Opus 132 String Quartet and T.S. Elliot's poem, “Four Quartets.” Sherman’s emphasis was moderating the discussion and providing supporting input and knowledge throughout the conversation.</td>
</tr>
<tr>
<td></td>
<td>On September 22, 2017, All Things Considered Host Pat Blank served as a panelist for the conversation “Ethics and Social Responsibility,” which was hosted by the Cedar Valley Conference on Ethics. The panelist conversation served as a forum for the exchange of ideas, research, and best practices in facilitating and supporting integrity in a variety of settings. Blanks contribution focused on ethics and social responsibility in broadcast journalism.</td>
</tr>
</tbody>
</table>
(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 KUNI/KHKE supports training for its employees.

IT Specialist William Wallin attended the National Association of Broadcasters (NAB) annual training and conference, which occurred April 22 – 27, 2017. Conference sessions that Wallin attended included discussions about new audio encoding, integration of IP-based systems into a radio network, and managing a radio network’s IP-based infrastructure. Wallin’s knowledge will improve how he completes his work for the station, also improving its technology and operating infrastructure.

Engineer Keaton Scovel and Engineering Services Manager Steve Schoon 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. Both engineers gained valuable knowledge about operating and troubleshooting various broadcast equipment safely.

Engineer Keaton Scovel participated in several engineering webinars, presented by the Society of Broadcast Engineers. The webinars were part of a series titled “RF 101: Broadcast Terrestrial Transmission Systems Course,” and took place January 26, March 2, April 13, May 18, June 15, July 20, August 24, and September 21, 2017. The series increased Scovel’s knowledge of broadcasting systems and configurations, and have helped him perform the roles of his position more effectively.

**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.