EEO PUBLIC FILE REPORT

FOR

KSUI FM

WSUI AM
EEO PUBLIC FILE REPORT
FOR
KSUI FM, WSUI AM
Licensed to: The University of Iowa, Iowa City, Iowa

October 1, 2017 – September 30, 2018
The report below lists all full-time vacancies filled during the reporting period.

All full-time positions are posted on the Iowa Public Radio website: http://iowapublicradio.org/careers-ipr.

<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>7</td>
<td>Current Employee Referrals (1); Corporation for Public Broadcasting Website (5); Current magazine (1)</td>
<td>Corporation for Public Broadcasting Website</td>
<td>1 – 10; 13 – 15; 17; 19 – 24</td>
</tr>
<tr>
<td>Talk Show Producer</td>
<td>6</td>
<td>Current Employee Referrals (2); Corporation for Public Broadcasting Website (2); Friend or other referrals (2)</td>
<td>Friend or other referrals</td>
<td>1 – 6; 8 – 10; 12 – 16; 18; 19; 21 – 23</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
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total interviewees for reporting period: 0</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td>3.</td>
<td>Current Employee Referrals E-mail to all staff announcing the open position and encouraging them to recruit.</td>
<td>Columbia School of Journalism 2950 Broadway (at 116th Street) New York, NY 10027 212-854-2980 <a href="https://journalism-columbia-csm.symplicity.com/employers/">https://journalism-columbia-csm.symplicity.com/employers/</a></td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 3</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 7</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 0</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 2</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 0</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 0</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 0</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 2</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 0</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Total interviewees for reporting period: 2</td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td></td>
<td>Company Name</td>
<td>Address</td>
</tr>
<tr>
<td>---</td>
<td>--------------------------------------------------</td>
<td>----------------------------------------------</td>
</tr>
<tr>
<td>13.</td>
<td>Iowa Broadcasters Association</td>
<td>PO Box 71186, Des Moines, IA 50325</td>
</tr>
<tr>
<td>15.</td>
<td>Iowa State University Career Services</td>
<td>1320 Gerdin Business Building, Ames, IA 50011</td>
</tr>
<tr>
<td>17.</td>
<td>Radio Television Digital News Association (RTDNA)</td>
<td>529 14th Street, NW, Suite 1240, Washington, DC 20045</td>
</tr>
<tr>
<td>18.</td>
<td>Twitter (@iowapublicradio)</td>
<td>1355 Market St #900, San Francisco, CA 94103</td>
</tr>
<tr>
<td>19.</td>
<td>University of Iowa Career Services</td>
<td>100 Pomerantz Center, Suite C310, Iowa City, IA 52242</td>
</tr>
<tr>
<td>20.</td>
<td>University of Missouri, Kansas City</td>
<td>Student Success Center, 5000 Holmes, Floor 2, Kansas City, MO 64110</td>
</tr>
<tr>
<td>22.</td>
<td>University of Wisconsin Platteville</td>
<td>Tower 610, 1 University Plaza, Platteville, WI 53818</td>
</tr>
<tr>
<td>24.</td>
<td>Wartburg College</td>
<td>100 Wartburg Blvd, Waverly, IA 50677</td>
</tr>
</tbody>
</table>
| 25. | No response  
   The candidate opted not to share information on where they learned of the position. | Grand total interviewees for reporting period: 13 |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Total interviewees for reporting period: 0</strong></td>
<td></td>
</tr>
</tbody>
</table>
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>
</thead>
<tbody>
<tr>
<td>(i) Job Fair Participation –</td>
<td>WSUI/KSUI participated in the February 15, 2018 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 October 5, 2017, News/Program Director Katherine Perkins hosted a group of seven international journalists from the Asia Pacific region. The event was sponsored through the Council for International Visitors to Iowa Cities (CIVIC). During the visit, the journalists toured the station and talked about the funding model for public radio, press freedom in the U.S., and other broadcast-related and media issues. On October 18, 2017, News/Program Director Katherine Perkins and the full talk show staff hosted a group of 20 Solon middle school students. The event was sponsored by the Workplace Learning Connection through Kirkwood Community College. The students toured the station, watched a live talk show, talked about what makes public broadcasting unique, and got a crash course in audio editing.</td>
</tr>
<tr>
<td>(v) Internship Program –</td>
<td>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.</td>
</tr>
</tbody>
</table>
(v) Internship Program (cont’d) –

To highlight one internship from this past year, in the talk show department, six 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.

(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 visited Minnesota Public Radio June 19, 2018. During the visit, he toured and discussed the technical operations of MPR/APM, including IT infrastructure, broadcast transmission, and radio automation procedures.

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.