

EEO PUBLIC FILE REPORT

FOR

WOI-AM and WOI-FM

**EEO PUBLIC FILE REPORT
FOR
WOI-AM and WOI-FM, Ames, Iowa
Licensed to: Iowa Public Radio, Inc.**

October 1, 2025 – September 30, 2026

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

All full-time positions are posted on the Iowa Public Radio website: <https://www.iowapublicradio.org/careers-at-ipr>.

Mailing Address:

**2022 Communications Building
Iowa State University
Ames, IA 50011**

Telephone Number: 515-383-8407

Contact Person: Lynn Jones-Folsom

E-mail Address: ljfolsom@iowapublicradio.org

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Interviewees Source of Referral</u>	<u>Selected Hire Source of Referral</u>	<u>Recruitment Sources Utilized, From Attachment A</u>
News Fellow	6	Iowa Public Radio website (1), LinkedIn IPR (2), Friend/Colleague or Other (3)	Friend/Colleague or Other	1, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 25, 26, 30, 31, 32, 34, 36, 41, 44
Midwest Newsroom News Fellow	6	Iowa Public Radio website (2), National Association of Hispanic Journalists (1), Public Media Journalists Association (1), LinkedIn IPR (1), Friend/Colleague or Other (1)	Public Media Journalists Association	1, 4, 5, 7, 8, 9, 10, 11, 13, 15, 16, 17, 18, 22, 23, 25, 26, 30, 32, 33, 34, 36, 38, 39, 40, 41, 44
Arts & Culture Reporter	10	Iowa Public Radio All Staff Email (6), LinkedIn IPR (3), Friend/Colleague or Other (1)	Iowa Public Radio All Staff Email	4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22, 24, 25, 30, 32, 35, 36, 37, 38, 40, 41, 42, 43, 44
CEO	8	DSG Koya website (4), DSG Koya email outreach (4)	DSG Koya email outreach	2, 3, 10, 16, 19, 21, 27, 29,

**WOI-AM and WOI-FM
EEO Public File Report
Attachment "A"**

1.	Adzuna 40 Vanston Pl Fulham, United Kingdom https://www.adzuna.com/search Total interviewees for reporting period: 0	2.	DSG Koya email outreach Total interviewees for reporting period: 4
3.	DSG Koya website https://www.dsgco.com/industry/nonprofit-and-social-impact/ Total interviewees for reporting period: 4	4.	Drake University 2507 University Avenue Des Moines, IA 50311-4505 515-271-2011 https://www.drake.edu Total interviewees for reporting period: 0
5.	Dual Career Network* 616 Jefferson Building Iowa City, IA 52242 319-335-3524 Contact: Garry Klein Total Interviewees for reporting period: 0	6.	Facebook – PMJA Group 1 Hacker Way Menlo Park, CA 94025 650-308-7300 https://www.facebook.com/pmjatweets Total interviewees for reporting period: 0
7.	Filipino-American Association of Iowa* Contact: Alma Reed 515-418-5003 http://www.filamofiowa.org Total interviewees for reporting period: 0	8.	Friend/Colleague 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: 5
9.	Glassdoor LLC c/o CT Corporation 330 North Brand Boulevard Glendale, CA 91203-2336 https://www.glassdoor.com/Community/index.htm Total interviewees for reporting period: 0	10.	Greater Des Moines Community Foundation 1915 Grand Avenue Des Moines, IA 50309 515-883-2626 https://www.desmoinesfoundation.org Total interviewees for reporting period: 0

11.	Greater Des Moines Partnership 700 Locust Street, Suite 100 Des Moines, IA 50309 515-286-4950 https://www.careersdsmusa.com/careers/jobs/ Total interviewees for reporting period: 0	12.	Grinnell College 1115 8th Ave Grinnell, IA 50112 641-269-4000 https://app.joinhandshake.com/jobs Total interviewees for reporting period: 0
13.	Indeed 200 West 6th Street, Floor 36 Austin, TX https://www.indeed.com/jobs Total interviewees for reporting period: 0	14.	Iowa Broadcasters Association 102 North 2nd Avenue Newton, IA 50208 515-224-7237 http://iowabroadcasters.com/aws/IBA/pt/sp/careers Total interviewees for reporting period: 0
15.	Iowa Public Radio staff email E-mail to all staff announcing the open position and encouraging them to recruit. Total interviewees for reporting period: 6	16.	Iowa Public Radio Website 2111 Grand Avenue Des Moines, IA 50312-5393 515-725-1700 https://www.iowapublicradio.org/careers-at-ipr Total interviewees for reporting period: 3
17.	Iowa State University Career Services 1320 Gerdin Business Building Ames, IA 50011 https://cyhire.iastate.edu/employers/ Total interviewees for reporting period: 0	18.	Jooble Kyiv, Ukraine https://jooble.org/ Total interviewees for reporting period: 0
19.	Katie Roth LinkedIn https://www.linkedin.com/feed/update/urn:li:activity:7458928376733671424/ Total interviewees for reporting period: 0	20.	KVSC Discord Server Total interviewees for reporting period: 0
21.	Libby Jacobs LinkedIn https://www.linkedin.com/feed/update/urn:li:activity:7459622231850086400/ Total interviewees for reporting period: 0	22.	LinkedIn – Iowa Public Radio 1000 West Maude Sunnyvale, CA 94085 https://www.linkedin.com Total interviewees for reporting period: 6

23.	Midwest Newsroom LinkedIn https://www.linkedin.com/company/midwest-newsroom/ Total interviewees for reporting period: 0	24.	Missouri State University 901 S National Ave Springfield, MO 65897 417-836-5000 https://www.missouristate.edu/ Total interviewees for reporting period: 0
25.	Monster Website 133 Boston Post Rd, Suite 15 Weston, MA 02493 978-461-8000 https://www.monster.com/ Total interviewees for reporting period: 0	26.	MyJobHelper 33 Irving Pl Fl 3 New York, NY 10003 https://www.myjobhelper.com Total interviewees for reporting period: 0
27.	Myrna Johnson LinkedIn https://www.linkedin.com/feed/update/urn:li:activity:7459671531816648705/ Total interviewees for reporting period: 0	28.	National Association of Hispanic Journalists NAHJ Career Center PO Box 117 Windsor, CA 95492 626-792-3846 https://www.nahjcareers.org Total interviewees for reporting period: 1
29.	Nick Brunner LinkedIn https://www.linkedin.com/feed/update/urn:li:activity:7460065498517544960/ Total interviewees for reporting period: 0	30.	PostJobFree Inc. 101 Marketside Ave Ste 404-206 Ponte Vedra, FL 32081 https://www.postjobfree.com/ Total interviewees for reporting period: 0
31.	PMJA Swap Shop Facebook Group PO Box 838 Sturgis, SD 57785 https://pmja.org Total interviewees for reporting period: 0	32.	Public Media Journalists Association PO Box 838 Sturgis, SD 57785 https://pmja.org Total interviewees for reporting period: 1
33.	Radio Television Digital News Association 529 14th Street, NW Suite 1240 Washington, DC 20045 https://www.rtdna.org Total interviewees for reporting period: 0	34.	Trovit Diagonal 601, 9th Floor Barcelona, Barcelona 08028, ES https://job.trovit.com Total interviewees for reporting period: 0

35.	University of Illinois Urbana-Champaign 601 E. John St. Champaign, IL 61820 217-333-1000 https://illinois.edu/ Total interviewees for reporting period: 0	36.	University of Iowa 100 Pomerantz Center, Suite C310 Iowa City, IA 52242 319-335-1023 https://app.joinhandshake.com/jobs Total interviewees for reporting period: 0
37.	University of Missouri – Columbia Columbia, MO 65211 573-882-2121 https://missouri.edu Total interviewees for reporting period: 0	38.	University of Missouri – Kansas City Department of Communication and Journalism 5120 Rockhill Road Kansas City, MO 64110 816-235-1337 https://app.joinhandshake.com/jobs Total interviewees for reporting period: 0
39.	University of Missouri – St. Louis 1 University Blvd St. Louis, MO 63121 314-516-5000 https://www.umsi.edu/index.html Total interviewees for reporting period: 0	40.	University of Nebraska – Lincoln 1400 R St, Lincoln, NE 68588 402-472-7211 https://www.unl.edu Total interviewees for reporting period: 0
41.	University of Northern Iowa Career Services 102 Gilchrist Hall Cedar Falls, IA 50614-0384 319-273-6857 https://app.joinhandshake.com/jobs Total interviewees for reporting period: 0	42.	University of Nebraska – Omaha 6001 Dodge St, Omaha, NE 68182 402-554-2800 https://www.unomaha.edu Total interviewees for reporting period: 0
43.	University of Wisconsin-Madison 500 Lincoln Dr Madison, WI 53706 608-263-2400 https://www.wisc.edu/ Total interviewees for reporting period: 0	44.	ZipRecruiter 604 Arizona Avenue Santa Monica, CA 90401 https://www.ziprecruiter.com/jobs Total interviewees for reporting period: 0
45.		46.	Grand total interviewees for reporting period: 30 Sources designated with an * have requested notification of open positions.

**WOI-AM and WOI-FM
EEO Public File Report
Attachment "B"**

WOI-AM and WOI-FM engaged in the following outreach activities as covered during the term of this report:

Type of Activity	Description
(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	Human Resources Manager Donna Wolk participated in the Park Fair Mall June 2026 Career Fair hosted by IowaWorks. This event brought together actively hiring employers, on-site support from IowaWORKS staff and a welcoming space for job seekers to explore their next career step.
(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	Meghan McKinney, Morning Edition Host, was selected as one of the recipients of the 2026/2027 Curve Fellowship for Emerging Journalists with The Association of LGBTQ+ Journalists. This is a wonderful opportunity for Meghan. Through the support of The Curve Foundation, recipients of The Curve Fellowship each receive a cash award. Additionally, Curve Fellows receive full scholarship to attend the NLGJA26 National Convention in San Francisco. On October 18, 2025, Grant Gerlock, Assistant News Director, spoke to a group of about 20 Scouts about broadcasting and Iowa Public Radio at an event called Jamboree on the Air. Scouts were there to learn about the mechanics of radio and to experiment with small-scale antennas and transmitters. He prepared a presentation about radio broadcasting, tools used by audio journalists and some of the various skills used by professionals in our organization. On January 29 and 30, 2026, Iowa Public Radio News Reporter Sheila Brummer participated in educational outreach activities at the University of Iowa, supporting student development in journalism and multimedia production.

	Western Iowa Reporter Sheila Brummer was re-elected in April 2024 to serve another two-year term on the Midwest Broadcast Journalists Association's volunteer board of directors as one of the two representatives for the State of Iowa. On April 23, 2026, Newsletter Product Manager Madeleine King sat on a panel for The Current's webinar titled "What's Working With Public Media Newsletters". Practitioners share what they've built, what's working, and what they've learned along the way in a show-and-tell format that lets you see real newsletters in action. Digital Communications Coordinator Mallory Schmitz was a panelist for the Iowa College Media Association (ICMA) Young Professionals panel on February 5, 2026. She shared an account of her academic and professional journey. On September 22, 2026, Technical News Producer John Pemble gave a tour of the studio to Carson, a client of Children & Families of Iowa. During his time here, Carson heard his voice played back reading sports copy in a simulated duo sport / weathercast, heard individual parts of a story played from the multitrack, and ended with a 3-minute sample of NPR Playhouse's adaptation of Star Wars
(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-AM and WOI-FM continued its internship program offering opportunities to students and recent graduates involving broadcast operations and digital content production. The internship program works with students at Iowa State University and others in the Ames and Des Moines areas such as Drake University, offering hands-on, skills-developing internships preparing for employment after graduation. Several students who have participated in the program have later enjoyed successful careers in public media. A student from Iowa State University has been working with our Director of Technology and Operations since July 2025. The student participated in master control duties including working with the automation system, content production, digital audio production, and live talk show support. Additionally, the student has begun working in the IT team, and has assisted with help desk support for IPR employees and additional project work and systems deployments.

	State Government Reporter Katarina Sostaric served as a mentor in the 2026 Next Generation Journalism Project sponsored by Iowa Public Radio. Mentors are paired with emerging journalists, and guide the journalists to acquire new skills, and give them the opportunity to report and produce their own multimedia stories.
(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-AM and WOI-FM encourage participation in career-development opportunities that include webinars, in-person training and attending conferences. In the ever-changing public media environment, participation in such programs allows employees to increase their knowledge in areas relevant to their work. A few of those programs are outlined as examples of how WOI-AM and WOI-FM support training opportunities for its staff. Development Director Andrea Hansen was chosen to serve on NPR’s Collaborative Philanthropy Advisory Council. The goal is to advance ideas that expand donor support, share fundraising resources, and foster collaboration across local and national public media. On October 16, and November 13, 2026, Andrea hosted two virtual “office hours” for other stations to join us for an hour to connect and share ideas and strategies around major giving fundraising. News Director Michael Leland attended the Reporters Committee for Freedom of the Press Spring Summit at Illinois State University in Normal, IL, co-hosted by WGLT, Bloomington-Normal’s Public Media and part of the NPR Network on April 30, 2026. The summit focused on equipping journalists with practical legal strategies to mitigate reporting risks Nicole Grundmeier, Senior Content Editor, attended the Editing Workshop by PMJA Editor Corps on Friday, April 24. Attendees spend a full day with PMJA Editor Corps editors sharpening the skills that make them a better partner to your reporters — and a stronger voice in the newsroom. This intensive, hands-on workshop is built around doing the work together, not sitting through presentations. News Director Michael Leland and Western Iowa Reporter Sheila Brummer attended the Iowa Broadcast News Association Annual Convention April 18, 2026, in Johnston, IA. This is a time for electronic media journalists and others from across the state to

	gather and discuss issues, get performance tips, socialize and meet newsmakers. Sheila also serves on the board for IBNA. Western Iowa Reporter Sheila Brummer attended the Midwest Broadcast Journalists Association annual conference April 10 – 11, 2026 in St. Paul, Minnesota. The annual conference allows journalists to connect with others across the region and to participate in training sessions with expert presenters from across the country. IT Manager Joshua Kraling attended the Iowa IT Symposium on October 21, 2025. The Iowa IT Symposium is designed with the IT executive in mind and is meant to serve as a conduit for IT professionals to build a stronger professional peer network and attain real-world knowledge on business changing technology and management solutions. News Director Michael Leland joined the rest of the news team for a day-long workshop on September 4, 2026, in Des Moines by the International Women’s Media Foundation, learning about safety issues in journalism: personal protection while covering protests, digital safety, dealing with immigration enforcement officials, active shooter tips, and mental health issues. Donor Relations Manager Chase Abner attended the Central Iowa Chapter of the Association of Fundraising Professionals “Ethical Dilemmas in Fundraising Version 2.0” on October 13, 2025. This presentation will cover why ethics matters in fundraising then we will learn from case studies and discuss tools and resources available to help in ethical decision-making. Accounting Manager Molly McWilson completed 35.5 hours of CPE credit with the AICPA since October 2025. These topics included Interpreting the FASB Revenue Recognition Standard; Form 990: Best Practices; AICPA A&A Focus; FASB Issues; and Governmental and Not-for-Profit Annual Update, UHY 2025 NFP Update, Risk Management, Functional Expenses GAAP vs. Tax, Financial Leadership Strategy, Gifts in-kind Valuation, 2026 Industry Developments. Donor Relations Managers Chase Abner and Jon Petersen, Development Director Andrea Hansen, and Digital Communications Coordinator Mallory Schmitz attended
--	--

	Greater Public's Public Media Growth Conference on July 8 – 10, 2026. This conference is the industry's premier annual gathering focused on accelerating revenue, growing audiences, and sustaining public broadcasting stations. The event brings together content creators, marketers, fundraisers, and leadership to collaborate on modern funding strategies and digital innovation. Reporter Isabella Luu attended the AAJA National Convention in Minneapolis on June 24 - 28, 2026. The core objective of the AAJA 2026 National Convention was to advance diversity in newsrooms, foster professional development for AANHPI journalists, and shape the future of journalism through strategic networking and recruitment. On October 17, 2025, Digital Producer Nicole Baxter attending Fundamental Fridays on Pitching to NPR. This was a news training on pitching stories to editors and to NPR. Health Reporter Natalie Krebs attended the annual conference held by the Association of Health Care Journalists (AHCJ) in Minneapolis from May 27 – May 30, 2026. This conference offers professional training and networking to help reporters navigate complex medical and health policy issues. By connecting media professionals with health experts and editors, the event aims to enhance the depth and accuracy of public health reporting.
(xiv) Training to management level personnel – In two years' time: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	

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.