

EEO PUBLIC FILE REPORT

FOR

THE WOI RADIO GROUP

WOI-AM

WOI-FM

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

October 1, 2022 – September 30, 2023

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: 515-725-1705

Contact Person: Kelly Edmister

E-mail Address: kedmister@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>
Information Technology Manager	3	CPB Website (1), Indeed (2)	Indeed	1-2, 4, 9-10, 13-14, 19, 22, 24, 26-27, 33-34, 42, 44-45, 47-51
Membership Manager	1	Friend/Colleague (1)	Friend/Colleague	1-2, 4, 9-10, 13, 15-18, 22, 24, 26-27, 31, 33-34, 38, 44-45, 48-51
Finance & Operations Accountant	5	Indeed (2), On-Air Announcements (2), Iowa Public Radio Website (1)	On-Air Announcements	1-2, 4, 9-10, 13, 15-16, 20, 22, 24-27, 31, 34, 44-45, 48-49, 51
Radio Broadcast Engineer (2023)	4	Indeed (1), Friend/Colleague (1), No Response (1), On-Air Announcements (1)	On-Air Announcements	1-5, 7-10, 13-14, 19, 22-27, 31-35, 40, 42, 44-45, 47-51

<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>
Broadcast Operations Specialist	1	Friend/Colleague (1)	Friend/Colleague	1-2, 9-10, 13, 22, 24, 26-27, 31, 33-34, 44-45, 48-49, 51
Talent & Culture Manager	7	Indeed (3), Iowa Public Radio Website (2), Friend/Colleague (1), No Response (1)	Indeed	1-2, 4, 8-10, 13, 15-18, 22, 24, 26-27, 31, 33-34, 44-45, 48-51
Administrative Specialist	1	IPR Staff (1)	IPR Staff	1-2, 8-9, 13, 22, 26-27, 33-34, 44-45, 48, 51
Radio Broadcast Engineer (2022)	3	Friend/Colleague (1), Iowa Public Radio Website (1), IPR Staff (1)	IPR Staff	3-10, 13-14, 19, 23-27, 29, 31-32, 40, 42-43, 47-50
Western Iowa Reporter	3	Iowa Public Radio Website (1), IPR Staff (1), No Response (1)	IPR Staff	1-2, 4, 6, 8-13, 21-24, 26-28, 30-31, 33-34, 36-37, 39, 41, 44-45, 47-51

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

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|--|---|
| <p>1 Adzuna
212 New Kings Road
London, SW6 4NZ
44 7970 904344
https://www.adzuna.com/
Total interviewees for reporting period: 0</p> | <p>2 CareerJet
461-465 North End Road
London, SW6 1NZ, GB
44 2030515124
https://careerjet.com/
Total interviewees for reporting period: 0</p> |
| <p>3 Cornell College
600 1st St SW
Mount Vernon, IA 52314
319-895-4000
https://app.joinhandshake.com/jobs
Total interviewees for reporting period: 0</p> | <p>4 Corporation for Public Broadcasting Website
401 9th Street, NW
Washington, DC 20004-2129
202-879-9600
https://www.cpb.org/jobline/
Total interviewees for reporting period: 1</p> |
| <p>5 Creighton University
2500 California Plaza
Omaha, NE 68178
402-280-2700
https://app.joinhandshake.com/jobs
Total interviewees for reporting period: 0</p> | <p>6 Current.Org Job Board
4400 Massachusetts Avenue, NW
Suite LL05
Washington, DC 20016-8122
https://jobs.current.org/
Total interviewees for reporting period: 0</p> |
| <p>7 Des Moines Area Community College (DMACC)
1100 7th St
Des Moines, IA 50314
(515) 244-4226
https://app.joinhandshake.com/jobs/
Total interviewees for reporting period: 0</p> | <p>8 Drake University
2507 University Avenue
Des Moines, IA 50311-4505
515-271-2011
https://app.joinhandshake.com/jobs
Total interviewees for reporting period: 0</p> |
| <p>9 Dual Career Network*
616 Jefferson Building
Iowa City, IA 52242
319-335-3524
Contact: Garry Klein
Total interviewees for reporting period: 0</p> | <p>10 Facebook – Iowa Public Radio Page
1 Hacker Way
Menlo Park, CA 94025
650-308-7300
https://www.facebook.com/IowaPublicRadio/
Total interviewees for reporting period: 0</p> |
| <p>11 Facebook – PMJA Swap Shop Group
1 Hacker Way
Menlo Park, CA 94025
650-308-7300
https://www.facebook.com/groups/PRNDISwapShop/members/
Total interviewees for reporting period: 0</p> | <p>12 Facebook – PMJA Group
1 Hacker Way
Menlo Park, CA 94025
650-308-7300
https://www.facebook.com/pmjatweets
Total interviewees for reporting period: 0</p> |

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| <p>13 Filipino-American Association of Iowa*
Contact: Alma Reed
515-418-5003
http://www.filamofiowa.org</p> <p>Total interviewees for reporting period: 0</p> | <p>14 Grandview University
1200 Grandview Ave
Des Moines, IA 50316
515-263-2800
https://app.joinhandshake.com/jobs</p> <p>Total interviewees for reporting period: 0</p> |
| <p>15 Greater Des Moines Community Foundation
1915 Grand Avenue
Des Moines, IA 50309
515-883-2626
https://www.desmoinesfoundation.org</p> <p>Total interviewees for reporting period: 0</p> | <p>16 Greater Des Moines Partnership
700 Locust Street, Suite 100
Des Moines, IA 50309
515-286-4950
https://www.careersdsmusa.com/careers/jobs/</p> <p>Total interviewees for reporting period: 0</p> |
| <p>17 Greater Public Job Board
PO Box 303279
Austin, TX 78703-0055
(800) 454-2314
https://greaterpublic.org/jobs/</p> <p>Total interviewees for reporting period: 0</p> | <p>18 Grinnell College
1115 8th Ave
Grinnell, IA 50112
641-269-4000
https://app.joinhandshake.com/jobs</p> <p>Total interviewees for reporting period: 0</p> |
| <p>19 Hawkeye Technical Community College
1501 E Orange Rd
Waterloo, IA 50701
(319) 296-2320
https://app.joinhandshake.com/jobs/</p> <p>Total interviewees for reporting period: 0</p> | <p>20 Hola America Media Group
PO Box 8188
Des Moines, IA 50301
309-721-5693
holaamerica2000@gmail.com</p> <p>Total interviewees for reporting period: 0</p> |
| <p>21 Illinois News Broadcasters Association
Bob Roberts
#1 University Circle
Macomb, IL 61455
borowmaq@aol.com</p> <p>Total interviewees for reporting period: 0</p> | <p>22 Indeed
6433 Champion Grandview Way Building 1
Austin, TX 78750
512-459-5300
https://www.indeed.com/</p> <p>Total interviewees for reporting period: 8</p> |
| <p>23 Iowa Broadcasters Association
102 North 2nd Avenue
Newton, IA 50208
515-224-7237
http://iowabroadcasters.com</p> <p>Total interviewees for reporting period: 0</p> | <p>24 Iowa State University
1320 Gerdin Business Building
Ames, IA 50011
515-294-8621
https://app.joinhandshake.com/jobs</p> <p>Total interviewees for reporting period: 0</p> |
| <p>25 Iowa Public Radio On-Air Announcements
1013 WOI Road
Ames, IA 50011-1067
515-725-1700
https://www.iowapublicradio.org/careers-at-ipr</p> <p>Total interviewees for reporting period: 3</p> | <p>26 Iowa Public Radio Employee Referrals
E-mail to all staff announcing the open position and encouraging them to recruit.</p> <p>Total interviewees for reporting period: 3</p> |

27 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: 5

29 Kirkwood Community College
6301 Kirkwood Blvd SW
Cedar Rapids, IA 52404
(319) 398-5411
<https://app.joinhandshake.com/jobs>
Total interviewees for reporting period: 0

31 LinkedIn – Iowa Public Radio
1000 West Maude
Sunnyvale, CA 94085
650-687-3600
<https://www.linkedin.com>
Total interviewees for reporting period: 0

33 Monster Website
133 Boston Post Rd, Suite 15
Weston, MA 02493
978-461-8000
<https://www.monster.com/>
Total interviewees for reporting period: 0

35 National Association of Black Engineers
205 Daingerfield Road
Alexandria, VA 22314
703-549-2207
<https://www.nsbe.org/about-us>
Total interviewees for reporting period: 0

37 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: 0

28 JournalismNext Job Board
PO Box 8714
Alexandria, Virginia, 22306
(703) 629-0178
<https://Journalismnext.com/>
Total interviewees for reporting period: 0

30 KBIA News Director
Ryan Famuliner
215 Lee Hills Hall
Columbia, MO 65211
573-882-9136
famulinerr@missouri.edu
Total interviewees for reporting period: 0

32 Missouri Broadcaster's Association Job Board
Terry Harper
1025 Northeast Dr
Jefferson City, MO 65109
tharper@missouribroadcasters.org
573-636-6692
Total interviewees for reporting period: 0

34 My Job Helper Website
33 Irving Pl Fl 3
New York, NY 10003
609-357-0509
<https://www.myjobhelper.com/>
Total interviewees for reporting period: 0

36 National Association of Black Journalists
NABJ Career Center
PO Box 117
Windsor, CA 95492
626-792-3846
<https://www.nabjcareers.org>
Total interviewees for reporting period: 0

38 NPR+Friends Slack Group Announcement
4118 Autumn Ridge Dr.
Sugar Land, Texas 77479
<https://www.nprdsfriends.slack.com/>
Total interviewees for reporting period: 0

39 Public Media Journalists Association
PMJA Website
PO Box 838
Sturgis, SD 57785
<https://pmja.org>
Total interviewees for reporting period: 0

41 RTDNA Job Board
529 14th Street NW, Suite 1240
Washington, DC 20045-2520
202-662-7257
<https://rtdna.org>
Total interviewees for reporting period: 0

43 Society of Broadcast Engineers Job Board
9102 N Meridian St Ste 150
Indianapolis, IN 46260
317-846-9000
<https://sbe.org/resources/jobs/>
Total interviewees for reporting period: 0

45 Trovit.com Website
Diagonal 601 9th Floor
Barcelona, Barcelona 08028, ES
<https://trovit.com/>
Total interviewees for reporting period: 0

47 University of Missouri Kansas City
5100 Rockhill Rd
Kansas City, MO 64110
816-235-1000
<https://app.joinhandshake.com/jobs>
Total interviewees for reporting period: 0

49 University of Northern Iowa
102 Gilchrist Hall
Cedar Falls, IA 50614-0384
319-273-6857
<https://app.joinhandshake.com/jobs>
Total interviewees for reporting period: 0

51 ZipRecruiter Website
604 Arizona Ave
Santa Monica, CA 90401-1610
877-252-1063
<https://www.ziprecruiter.com/>
Total interviewees for reporting period: 0

40 Public Radio Technical Service (Pubtech) Job Board
1919 Riggs Road
Library, PA 15129-9339
412-638-7250
<https://pubtech.org/>
Total interviewees for reporting period: 0

42 Simpson College
701 North C Street
Indianola, IA 50125
515-961-6251
<https://app.joinhandshake.com/jobs>
Total interviewees for reporting period: 0

44 Talent.com Website
5800 St. Denis 604
Montreal, Quebec, H2S 3L5, Canada
<https://www.talent.com/>
Total interviewees for reporting period: 0

46 Radiolists.Net
<https://www.radiolists.net/>
Total interviewees for reporting period: 0

48 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

50 Wartburg College
100 Wartburg Boulevard
Waverly, IA 50677
319-352-8615
<https://info.wartburg.edu/employment>
Total interviewees for reporting period: 0

52 Friend or other referrals

NOTE: Non-IPR recruiting source. Applicants were referred to available positions through friends or other source that were aware of the opportunity.
Total interviewees for reporting period: 5

53 No response

The candidate opted not to share information on where they learned of the opportunity.

Total interviewees for reporting period: 3

Grand total interviewees for reporting period: 28

Sources designated with an * have requested notification of open positions.

**WOI-AM and WOI-FM
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Attachment "B"**

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

Type of Activity	Description
<p style="text-align: center;">(i) Job Fair Participation –</p> <p>In two years' time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions</p>	<p>Talent & Culture Manager Mike Davis and Broadcast Operations Specialist Nick Brincks conducted mock interviews with juniors and seniors from Iowa State University's School of Journalism and Mass Communication on April 25, 2023. Throughout the day, Davis and Brincks collected resumes, interviewed and answered questions from individual students.</p> <p>Talent & Culture Manager Mike Davis participated in the Wartburg College Career & Internship Showcase on September 28, 2023 in Waverly, Iowa. Davis talked to several students seeking careers in public media and broadcasting. A printed handout with a QR code leading to IPR's online application was distributed at the event.</p>
<p style="text-align: center;">(v) Internship Program –</p> <p>In two years' time: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>WOI-AM and WOI-FM was able to reinstate its internship program post-pandemic offering opportunities to students in broadcast operations. 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.</p> <p>To highlight two internships from this past year on the Digital team, a student from Drake University worked with IT/Digital Manager Matt Sieren to report on music, news and content production within the Des Moines area. During the period May, 2023 through August, 2023, this student was able to produce a great deal of content that was published online.</p> <p>A student from Oberlin College also worked with IT/Digital Manager Matt Sieren to create digital content around a particular subject area, in service to our audience. During the period February, 2023 through August, 2023, this student was able to produce several extended</p>

	<p>features on the content, which was published online and delivered to our newsletter subscribers.</p> <p>Reporter John Pemble, Digital News Producer Josie Fischels and Video Producer Lucius Pham participated as mentors in Next Gen Radio hosted by Iowa Public Radio the week of July 10, 2023. The NPR project, a 5-day, audio-focused, digital journalism project, is aimed at finding, coaching and training the next generation of public media professionals. The competitively selected applicants were paired with a professional mentor to produce a multi-media, non-narrated audio project. The theme for this year was, “What does it mean to be home?” Five applicants were selected to participate.</p>
<p>(iv) Participation in community group events –</p> <p>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</p>	<p>Senior Digital Producer Lindsey Moon and Video Producer Lucius Pham attended the Des Moines Music Coalition’s Music University on October 23, 2022. Panelists discussed FCC language rules, fines for breaking them, preferred delivery formats and how to get in contact with broadcasters.</p> <p>The University of Iowa’s School of Journalism and Mass Communication held a speed-networking event on November 2, 2022. Digital News Producer Josie Fischels participated in the event sharing her expertise and experience with the SJMC students.</p> <p>Broadcast Operations Specialist Nick Brinks attended the Iowa College Media Association conference held on February 2, 2023 in Des Moines. Brincks participated in the Young Professionals panel discussion with panelists answering questions from area students and sharing what they have learned about working and professionalism.</p> <p>Digital News Producer Josie Fischels participated in the University of Iowa’s School of Journalism and Mass Communication recruiting event held on February 8, 2023. Melissa Tully moderated the session. Ms. Tully asked questions that demonstrated why students should consider studying journalism at the University of Iowa in a 40-minute alumni panel on which Fischels, an alumnus, was a member.</p>

	<p>Harvest Public Media Reporter Katie Peikes participated in a panel on March 21, 2023 at the Stanley Center for Peace and Security in Muscatine, IA. The panel was called “Eye on Iowa: Environmental Reporting with a Local Lens”. Peikes was a panelist speaking to a group of fellows with the World Press Institute about environmental reporting in Iowa and its challenges.</p> <p>Executive Director Myrna Johnson attended the Iowa Latinx Project Central Iowa Launch Party in Des Moines on March 28, 2023. The Iowa Latinx Project is exploring the current economic, civic and social health status of Latinx in Iowa as Latinos represent a growing, vital part of the state’s economy.</p> <p>News Director Michael Leland attended Covering Faith: Facts and Friction in the News Media on April 12, 2023 at Iowa State University. The event was co-sponsored by Faith and Media Initiative and the ISU Greenlee School of Journalism and Communication. Media and faith leaders came together for a discussion of how faith, religion, and spirituality are covered, common criticisms, and how they can be addressed to ensure the highest standards of journalistic ethics and practice.</p> <p>Midday Host Tony Sarabia hosted Literacy Works’ A Book That Changed My Life event on May 19, 2023. Literacy Works is a non-profit organization that trains volunteer literacy tutors primarily to help adults. The organization also teams up with mission-driven organizations to prioritize clear, effective communication.</p> <p>Iowa Public Radio hosted Listening Sessions in five Iowa communities: West Liberty, Des Moines, Fort Dodge, Storm Lake and Waterloo with the assistance of Iowa State University’s Extension and Outreach department. The purpose of the sessions was to begin conversations with traditionally underserved communities, so that Iowa Public Radio can provide them with the news and information they want and need, and produce stories about their communities that are representative of their diverse voices and perspectives. News Director Michael Leland participated in the West Liberty session on June 27, 2023, Des Moines on July 31, 2023, Fort Dodge on August 25, 2023, Storm Lake on September 11, 2023 and Waterloo on September 14, 2023. Reporters Grant Gerlock and Natalie Krebs joined Leland for the Des Moines session. Reporter Sheila Brummer joined Leland for the Storm Lake session.</p>
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	<p>In 2022-2023, News Director Michael Leland served on both the Public Media Journalist's Association (PMJA) Awards Committee and the Radio Television Digital News Association's (RTDNA) Ethics Committee. These are both one-year commitments serving journalists in broadcast and digital news media.</p>
<p>(viii) Training Programs –</p> <p>In two years' time: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</p>	<p>WOI AM and WOI FM encourage participation in career-development opportunities that includes 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 supports training opportunities for its staff.</p> <p>Health Reporter Natalie Krebs attended the Association of Health Care Journalists summit on October 27-28, 2022 in Chicago. A variety of speakers presented on how to report on increasing gun violence from a public health perspective.</p> <p>Membership Communications Coordinator Alanna Byrnes attended the Mardreamin' 2022 Conference held virtually November 2-4, 2022. The conference focused on all things marketing on the Salesforce platform.</p> <p><i>Morning Edition</i> Host Clay Masters attended HostCon on November 11-12, 2022 in Chicago. Masters attended training sessions on topics and courses including: mental health and ways to combat burnout, polarization reduction, hosting best practices, voice training, the art of the 2-way and a discussion with an NPR host.</p> <p>Health Reporter Natalie Krebs attended the 2023 Public Media Journalists Association Editor Workshop on November 18, 2022. Training included elements of good editing, a live editing activity and the social skills of editing troubleshooting and goal setting.</p> <p>Broadcast Engineer Lance Coon completed two asynchronous training courses. Introduction to AM Antenna Systems on February 9, 2023 and Introduction to FM Transmission Systems on March 7, 2023. Both webinars were offered by the Society of Broadcast Engineers.</p>

	<p>Members of Iowa Public Radio’s content creating, marketing and development teams participated in a two-day virtual audience development summit held by PRPD & Greater Public. The summit focused on strategies for increasing and diversifying public media audience for individual stations, intending to provide participating stations with the tools they need to grow their local audience. The summit was held February 22-23, 2023. Staff participants included Andrea Hansen, Development Director, Jordan Bahnsen, Marketing Manager, Myrna Johnson, Executive Director, Troy Vogel, Underwriting Sales Manager, Annelise Tarnowski, Membership Manager, Mark Maddy, Development Analyst, Alanna Byrnes, Membership Communications Coordinator and Matt Sieren, IT/Digital Manager.</p> <p>Executive Director Myrna Johnson attended the 2023 Public Radio Content Conference in Philadelphia, PA September 18-21, 2023. Sponsored by the Public Radio Program Director’s Association, the conference was billed as the premier gathering for noncommercial content managers, leaders and programmers in the public media ecosystem.</p> <p>Talent & Culture Manager Mike Davis attended the September 22, 2023 Belin McCormick Labor and Employment Law Seminar in Des Moines. This all-day event featured breakout training sessions on speaking events highlighting various new trends and regulations in human resources and personnel administration including new regulatory information.</p>
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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.