

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, 2019 – September 30, 2020

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: <https://www.iowapublicradio.org/careers-at-ipr>.

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

<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>
No positions were filled during this reporting period				

**KUNI/KHKE FM
EEO Public File Report
Attachment "A"**

Recruitment Sources used for Full-Time Job Openings:

No positions were recruited or filled during this reporting period.

1. Dual Career Network*
616 Jefferson Building
Iowa City, IA 52242
319-335-3524
Contact: Garry Klein
2. Filipino-American Association of Iowa*
Contact: Alma Reed
515-418-5003
<http://www.filamofiowa.org>
3. University of Wisconsin Platteville*
Tower 610, 1 University Plaza
Platteville, WI 53818
608-342-1627
<http://www.uwplatt.edu/>
Contact: Arthur Ranney
4. Vision Maker Media*
1800 North 33rd Street
Lincoln, NE 68503-1409
402-472-3522
<https://visionmakermedia.org>

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

**KUNI/KHKE FM
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Attachment "B"**

KUNI/KHKE 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>KUNI/KHKE participated in the Fall 2019 Jump-Start Internship and Networking Fair hosted by the Iowa State University Greenlee School of Journalism and Communication on October 1, 2019. Participation in the Fair allowed the organization to present internship and professional employment opportunities in public radio to students. Participation also provided the opportunity to raise awareness of the organization.</p> <p>KUNI/KHKE participated in the Spring 2020 Jump-Start Internship and Networking Fair hosted by the Iowa State University Greenlee School of Journalism and Communication on Mach 5, 2020. Participation in the Fair allowed the organization to present internship and professional employment opportunities in public radio to students. Participation also provided the opportunity to raise awareness of the organization.</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>KUNI/KHKE continued its internship program offering opportunities to students involving on-air hosting and music production. The internship program works primarily with students at the University of Northern Iowa, offering hands-on, skills-developing internships that prepare students for employment after graduation. Several students who have participated in the program have later enjoyed successful careers in public media.</p> <p>To highlight one internship from this past year, in the Music department one intern learned to host an on-air radio shift. As part of their work, this individual received voice coaching around pacing, pitch, and timing; developed playlists; learned how to use broadcasting and recording equipment; and now successfully hosts two three-hour shows on air.</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>KUNI/KHKE encourages participation in career-development opportunities, which 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 below as examples of how KUNI/KHKE supports training opportunities for its staff.</p> <p>Broadcast Engineer Keaton Scovel participated in several webinars hosted by the Society of Broadcast Engineers, including the SBE’s “RF 201 Module 8 AM Multiplexed Antenna Systems” on October 23, 2019, “RF 201 Module 9 TV Combiners” on March 12, 2020, “EAS Basics” on April 23, 2020 and “2020 RF Safety” on May 7, 2020.</p> <p>Technical Producer Phil Maass completed the course “Audio Mixing Bootcamp” on April 17, 2020, hosted by LinkedIn Learning. The course offered industry tips, tricks, and techniques for producing professionally mixed audio on any digital audio workstation.</p> <p>Engineering Operations Manager Steve Schoon participated in several webinars provided by Nautel, including “Transmitter Site Travel Stories” on June 9, 2020, “HD Radio as a Revenue Stream” on June 16, 2020, “Transmitter Site Monitoring” on June 23, 2020 and “Customer Service Hour” on June 30, 2020. Schoon also participated in “C-Band in the New Shared Environment” on July 23, 2020, which was hosted by the Society of Broadcast Engineers.</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.