EEO PUBLIC FILE REPORT

FOR

THE WOI RADIO GROUP

WOI-AM

WOI-FM
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.

<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>Digital Producer</td>
<td>5</td>
<td>Current Employee Referral (3), CPB Website (2)</td>
<td>CPB Website</td>
<td>2-3, 6, 10-11, 13, 19, 21-22, 30-31, 34, 37-39</td>
</tr>
<tr>
<td>All Things Considered Host</td>
<td>7</td>
<td>CPB Website (4), Current Employee Referral (1), Friend/Other (1), No Response (1)</td>
<td>CPB Website</td>
<td>2-3, 6, 8, 10, 12-13, 19, 21-26, 28-30, 34-35, 40-42</td>
</tr>
</tbody>
</table>
1. Iowa Public Radio On-Air Announcements
   1013 WOI Road
   Ames, IA 50011-1067
   515-725-1700
   Total interviewees for reporting period: 1

2. 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

3. Current Employee Referrals
   E-mail to all staff announcing the open position and encouraging them to recruit.
   Total interviewees for reporting period: 5

4. Central College
   812 University Street
   Pella, IA 50219
   641-628-9000
   https://app.joinhandshake.com/jobs/
   Total interviewees for reporting period: 0

5. Central Iowa Public Relations Society of America
   https://prsaciowa.org/classifieds
   Total Interviewees for reporting period: 0

6. 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: 6

7. Creighton University
   2500 California Plaza
   Omaha, NE 68178
   402-280-2700
   https://app.joinhandshake.com/jobs/
   Total Interviewees for reporting period: 0

8. Current
   4400 Massachusetts Avenue, NW
   Washington, DC 20016-8122
   727-433-2527
   https://jobs.current.org/r/jobs/job.cfm
   Total interviewees for reporting period: 0

9. Des Moines Area Community College
   2006 South Ankeny Boulevard
   Ankeny, IA 50023
   515-964-6463
   https://www.collegecentral.com
   Total Interviewees for reporting period: 0

10. Dual Career Network*
    616 Jefferson Building
    Iowa City, IA 52242
    319-335-3524
    Contact: Garry Klein
    Total Interviewees for reporting period: 0

11. Drake University
    2507 University Avenue
    Des Moines, IA 50311-4505
    515-271-2011
    https://app.joinhandshake.com/jobs
    Total interviewees for reporting period: 0

12. Facebook – Iowa Public Radio
    1 Hacker Way
    Menlo Park, CA 94025
    650-543-4800
    Total interviewees for reporting period: 0
13. Filipino-American Association of Iowa*
   Contact: Alma Reed
   515-418-5003
   http://www.filamofiowa.org

   Total interviewees for reporting period: 0

14. Grand View University Career Center
   1200 Grandview Avenue
   Des Moines, IA 50316
   515-263-2800
   https://www.grandview.edu/student-life/career-center

   Total interviewees for reporting period: 0

15. Greater Des Moines Community Foundation
   1915 Grand Avenue
   Des Moines, IA 50309
   515-883-2626
   https://www.desmoinesfoundation.org

   Total interviewees for reporting period: 2

16. 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

17. Greater Public
   401 North 3rd Street, Suite 601
   Minneapolis, MN 55401
   800-454-2314
   https://www.greaterpublic.org/jobs/

   Total interviewees for reporting period: 0

18. Grinnell College
   1115 8th Avenue
   Grinnell, IA 50112
   641-269-4000
   https://app.joinhandshake.com/jobs/

   Total interviewees for reporting period: 0

19. Illinois News Broadcasters Association
    Bob Roberts
    #1 University Circle
    Macomb, IL 61455
    borowmaq@aol.com

   Total interviewees for reporting period: 0

20. Iowa Chapter of American Marketing Association

   Total interviewees for reporting period: 0

21. LinkedIn – Iowa Public Radio
    1000 West Maude
    Sunnyvale, CA 94085
    https://www.linkedin.com

   Total interviewees for reporting period: 0

22. Iowa State University Career Services
    1320 Gerdin Business Building
    Ames, IA 50011
    https://cyhire.iastate.edu/employers/

   Total interviewees for reporting period: 0

23. Journalism Next
    703-629-0178
    https://www.journalismnext.com

   Total interviewees for reporting period: 0

24. Local Pub Radio Hosts Facebook Group

   Total interviewees for reporting period: 0

25. 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

    1100 Knight Hall, Suite 3101
    College Park, MD 20742
    301-405-0248
    https://nabjonline.org/careers-opportunities

   Total interviewees for reporting period: 0
27. NPR + Friends Slack – Jobs Channel
   Total interviewees for reporting period: 0

28. Ryan Famuliner
    News Director, KBIA
    famulinerr@missouri.edu
    Total interviewees for reporting period: 0

29. Public Media Journalists Association
    PMJA Swap Shop Facebook Group
    PO Box 838
    Sturgis, ND 57785
    https://pmja.org
    Total interviewees for reporting period: 0

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

31. RTDNA
    https://rtdna.site-ym.com/networking
    Total interviewees for reporting period: 0

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

33. Twitter - @iowapublicradio
    1355 Market Street #900
    San Francisco, CA 94103
    https://twitter.com
    Total interviewees for reporting period: 1

34. University of Iowa Career Services
    100 Pomerantz Center, Suite C310
    Iowa City, IA 52242
    319-335-1023
    https://app.joinhandshake.com/jobs/
    Total interviewees for reporting period: 0

35. University of Northern Iowa Career Services
    102 Gilchrist Hall
    Cedar Falls, IA 50614-0384
    319-273-6857
    https://careerservices.uni.edu/job-board
    Total interviewees for reporting period: 0

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

37. Julie Probaso-Sowers
    Iowa State University Greenlee School of Journalism and Communication
    Intern Coordinator
    julip@iastate.edu
    Total interviewees for reporting period: 0

38. Daniela Dmitry
    Iowa State University Greenlee School of Journalism and Communication
    Professor
    danielad@iastate.edu
    Total interviewees for reporting period: 0

39. Kathleen Richardson
    Drake University
    Kathleen.richardson@drake.edu
    Total interviewees for reporting period: 0

40. University of Minnesota
    https://app.joinhandshake.com/jobs/
    Total interviewees for reporting period: 0
41. Indiana University
   https://app.joinhandshake.com/jobs/
   Total interviewees for reporting period: 0

42. City University of New York
   https://app.joinhandshake.com/jobs/
   Total interviewees for reporting period: 0

43. Friend 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: 6

44. No response
   The candidate opted not to share information on where they learned of the position.
   Total interviewees for reporting period: 2

Grand total interviewees for reporting period: 26

Sources designated with an * have requested notification of open positions.
WOI 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>WOI-AM and WOI-FM participated in the Engineering Career Fair hosted by the Iowa State University College of Engineering on February 16, 2021. Participation 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.</td>
</tr>
<tr>
<td>In two years’ time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions</td>
<td>WOI-AM and WOI-FM participated in the Public Media Career Fair sponsored by Current on March 31, 2021. Participation allowed the organization to present professional employment opportunities in public radio. Participation also provided the opportunity to raise awareness of the organization.</td>
</tr>
<tr>
<td></td>
<td>WOI-AM and WOI-FM participated in the Jump-Start Internship &amp; Networking Fair sponsored by the Iowa State University Greenlee School of Journalism and Communication on September 29, 2021. Participation allowed the organization to present internship opportunities in public radio. Participation also provided the opportunity to raise awareness of the organization.</td>
</tr>
<tr>
<td>(iv) Participation in community group events –</td>
<td>Statehouse Reporter Katarina Sostaric participated in the weekly Reporter Roundtable on Iowa Press presented by Iowa PBS on February 19, 2021. Iowa Press convened a panel of Iowa political reporters to discuss the state’s ongoing pandemic response, top issues and debates at the Statehouse, and party politics.</td>
</tr>
<tr>
<td>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</td>
<td>Reporter Kassidy Arena was a guest panelist for The Gazette’s Pints &amp; Politics held on February 25, 2021 to talk about current events and state and national politics.</td>
</tr>
<tr>
<td>(iv) Participation in community group events – (cont’d)</td>
<td>Reporter Kassidy Arena led a meeting on September 2, 2021 with the Iowa Immigrant and Refugee Coalition about the role journalism plays in society. She went over how telling stories can make change in community, as well as what rights the interviewee has when being interviewed. She also talked about investigation processes and answered questions from the attendees. Her mission was to help earn trust within the immigrant and refugee communities.</td>
</tr>
</tbody>
</table>

In two years’ time: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

**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.