

**EEO PUBLIC FILE REPORT**

**FOR**

**KSUI FM**

**WSUI AM**

**EEO PUBLIC FILE REPORT  
FOR  
KSUI FM, WSUI AM  
Licensed to: Iowa Public Radio, Inc., Des Moines, Iowa**

**October 1, 2022 – September 30, 2023**

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:**

**710 South Clinton Street  
University of Iowa  
Iowa City, IA 52240-4214**

**Telephone Number: 515-725-1705**

**Contact Person: Kelly Edmister**

**E-mail Address: [kedmister@iowapublicradio.org](mailto: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>
Account Executive	3	Indeed (2), Friend/Colleague (1)	Friend/Colleague	1, 3-6, 8-27
Leadership Giving Manager	3	IPR Staff (1), IPR On-Air Announcements (2)	IPR Staff	1-27

**KSUI FM, WSUI AM  
EEO Public File Report  
Attachment "A"**

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| <p>1 Adzuna<br/>212 New Kings Road<br/>London, SW6 4NZ<br/>44 7970 904344<br/><a href="https://www.adzuna.com/">https://www.adzuna.com/</a><br/><b>Total interviewees for reporting period: 0</b></p>  | <p>2 Association of Fundraising Professionals<br/>Central Iowa Chapter – Job Board<br/>4200 Wilson Boulevard, Suite 480<br/>Arlington, VA 22203-4118<br/>703-684-0410<br/><a href="https://community.afpnet.org/afpcentraliowachapter/home">https://community.afpnet.org/afpcentraliowachapter/home</a><br/><b>Total interviewees for reporting period: 0</b></p> |
| <p>3 CareerJet<br/>461-465 North End Road<br/>London, SW6 1NZ, GB<br/>44 2030515124<br/><a href="https://careerjet.com/">https://careerjet.com/</a><br/><b>Total interviewees for reporting period: 0</b></p>  | <p>4 Cornell College<br/>600 1st St SW<br/>Mount Vernon, IA 52314<br/>319-895-4000<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a><br/><b>Total interviewees for reporting period: 0</b></p>  |
| <p>5 Corporation for Public Broadcasting Website<br/>401 9<sup>th</sup> Street, NW<br/>Washington, DC 20004-2129<br/>202-879-9600<br/><a href="https://www.cpb.org/jobline/">https://www.cpb.org/jobline/</a><br/><b>Total interviewees for reporting period: 0</b></p>                                  | <p>6 Creighton University<br/>2500 California Plaza<br/>Omaha, NE 68178<br/>402-280-2700<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a><br/><b>Total interviewees for reporting period: 0</b></p>  |
| <p>7 Current.Org Job Board<br/>4400 Massachusetts Avenue, NW<br/>Suite LL05<br/>Washington, DC 20016-8122<br/><a href="https://jobs.current.org/">https://jobs.current.org/</a><br/><b>Total interviewees for reporting period: 0</b></p>  | <p>8 Drake University<br/>2507 University Avenue<br/>Des Moines, IA 50311-4505<br/>515-271-2011<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a><br/><b>Total interviewees for reporting period: 0</b></p>   |
| <p>9 Dual Career Network*<br/>Contact: Garry Klein<br/>616 Jefferson Building<br/>Iowa City, IA 52242<br/>319-335-3524<br/><a href="https://hr.uiowa.edu/careers/dual-career-services/">https://hr.uiowa.edu/careers/dual-career-services/</a><br/><b>Total interviewees for reporting period: 0</b></p> | <p>10 Filipino-American Association of Iowa*<br/>Contact: Alma Reed<br/>515-418-5003<br/><a href="http://www.filamofiowa.org">http://www.filamofiowa.org</a><br/><b>Total interviewees for reporting period: 0</b></p>  |

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| <p>11 Grandview University<br/>1200 Grandview Ave<br/>Des Moines, IA 50316<br/>515-263-2800<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a><br/><b>Total interviewees for reporting period: 0</b></p>       | <p>12 Grinnell College<br/>1115 8th Ave<br/>Grinnell, IA 50112<br/>641-269-4000<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a><br/><b>Total interviewees for reporting period: 0</b></p>   |
| <p>13 Indeed<br/>6433 Champion Grandview Way Building 1<br/>Austin, TX 78750<br/>512-459-5300<br/><a href="https://www.indeed.com/">https://www.indeed.com/</a><br/><b>Total interviewees for reporting period: 2</b></p>                           | <p>14 Iowa Public Radio Employee Referrals<br/>E-mail to all staff announcing the open position and encouraging them to recruit.<br/><br/><b>Total interviewees for reporting period: 1</b></p>   |
| <p>15 Iowa Public Radio On-Air Announcements<br/>1013 WOI Road<br/>Ames, IA 50011-1067<br/>515-725-1700<br/><br/><b>Total interviewees for reporting period: 2</b></p>  | <p>16 Iowa Public Radio Website<br/>2111 Grand Avenue<br/>Des Moines, IA 50312-5393<br/>515-725-1700<br/><a href="https://www.iowapublicradio.org/careers-at-ipr">https://www.iowapublicradio.org/careers-at-ipr</a><br/><b>Total interviewees for reporting period: 0</b></p>                                |
| <p>17 Iowa State University<br/>1320 Gerdin Business Building<br/>Ames, IA 50011<br/>515-294-8621<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a><br/><b>Total interviewees for reporting period: 0</b></p> | <p>18 Monster Website<br/>133 Boston Post Rd, Suite 15<br/>Weston, MA 02493<br/>978-461-8000<br/><a href="https://www.monster.com/">https://www.monster.com/</a><br/><b>Total interviewees for reporting period: 0</b></p>  |
| <p>19 My Job Helper Website<br/>33 Irving Pl Fl 3<br/>New York, NY 10003<br/>609-357-0509<br/><a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a><br/><b>Total interviewees for reporting period: 0</b></p>                     | <p>20 PRADO Slack Announcement<br/>Public Radio Association of Development Officers<br/>4118 Autumn Ridge Dr.<br/>Sugar Land, Texas 77479<br/><a href="https://www.pradoweb.org/pradolistservinfo/">https://www.pradoweb.org/pradolistservinfo/</a><br/><b>Total interviewees for reporting period: 0</b></p> |
| <p>21 Simpson College<br/>701 North C Street<br/>Indianola, IA 50125<br/>515-961-6251<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a><br/><b>Total interviewees for reporting period: 0</b></p>             | <p>22 Talent.com Website<br/>5800 St. Denis 604<br/>Montreal, Quebec, H2S 3L5, Canada<br/><a href="https://www.talent.com/">https://www.talent.com/</a><br/><b>Total interviewees for reporting period: 0</b></p>   |

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| <p>23 Trovit.com Website<br/>Diagonal 601 9th Floor<br/>Barcelona, Barcelona 08028, ES<br/><a href="https://trovit.com/">https://trovit.com/</a></p> <p><b>Total interviewees for reporting period: 0</b></p>   | <p>24 University of Iowa<br/>100 Pomerantz Center, Suite C310<br/>Iowa City, IA 52242<br/>319-335-1023<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a></p> <p><b>Total interviewees for reporting period: 0</b></p> |
| <p>25 University of Northern Iowa<br/>102 Gilchrist Hall<br/>Cedar Falls, IA 50614-0384<br/>319-273-6857<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a></p> <p><b>Total interviewees for reporting period: 0</b></p> | <p>26 Wartburg College<br/>100 Wartburg Boulevard<br/>Waverly, IA 50677<br/>319-352-8615<br/><a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a></p> <p><b>Total interviewees for reporting period: 0</b></p>               |
| <p>27 ZipRecruiter Website<br/>604 Arizona Ave<br/>Santa Monica, CA 90401-1610<br/>877-252-1063<br/><a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a></p> <p><b>Total interviewees for reporting period: 0</b></p>                    | <p>28 Friend or other referrals<br/>NOTE: Non-IPR recruiting source. Applicants were referred to available positions through friends or other sources that were aware of the opportunity.</p> <p><b>Total interviewees for reporting period: 1</b></p>      |

**Grand total interviewees for reporting period: 6**

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

**KSUI FM, WSUI AM  
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Attachment "B"**

KSUI FM, WSUI AM 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 &amp; 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 &amp; Culture Manager Mike Davis participated in the Wartburg College Career &amp; 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>(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>On October 12, 2022, <i>Talk of Iowa</i> Host Charity Nebbe hosted a one-of-a-kind conversation “Literary Legends: Lan Samantha Chang in Conversation with Charity Nebbe” sponsored by the University of Iowa Lecture Committee. Chang, Director of the Iowa Writers’ Workshop and renowned novelist, read from her most recent book, <i>The Family Chao</i>.</p> <p>The University of Iowa’s School of Journalism and Mass Communication held a speed-networking event on November 2, 2022. Talk Show Producer Caitlin Troutman participated in the event sharing her expertise and experience with the SJMC students.</p> <p><i>Talk of Iowa</i> Host Charity Nebbe hosted the “A Trip I’ll Never Forget: A Live Storytelling Event” sponsored by Investigate Midwest in Iowa City on November 3, 2022. The event benefitted “Investigate Midwest” and its “Iowa Watch” newsroom, a non-profit organization created to advance the field of broadcast journalism in the Midwest and in Iowa.</p> <p>On February 28, 2023, Talk Show Producer Samantha McIntosh and Reporter Zachary Smith hosted a tour of the Iowa City studios for Dr. Sarah Bond’s history class at the University of Iowa. <i>Talk of Iowa</i> Host Charity Nebbe spoke about her process in preparing for the IPR talk show, “Talk of Iowa”. McIntosh and Smith walked the class of 30 through their approach for creating content.</p> <p>On March 2, 2023, Reporter Zachary Smith spoke to Dr. Kylah Hedding’s journalism and mass communication class at the University of Iowa about the importance of local stories and the journalists that cover them.</p> <p>On April 1, 2023, <i>River to River</i> Host Ben Kieffer served as the moderator for the Spring, 2023 Levitt Lecture. The guests were political strategists James Carville and Mary Matalin. The two fielded questions from Ben and then from the audience at Hancher Auditorium. The program was recorded for rebroadcast the following week on <i>River to River</i>.</p> <p>Talk Show Producer Caitlin Troutman served as a judge for the Public Media Journalists Association’s (PMJA) annual awards event in March and April, 2023. Each year, PMJA recognizes the best of local public radio news in a wide array of categories. The award winners are celebrated at the PMJA awards banquet during the annual conference.</p>
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Type of Activity	Description
	<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/Talk Program Director Katherine Perkins participated in the West Liberty session on June 27, 2023, Fort Dodge on August 25, 2023, Storm Lake on September 11, 2023 and Waterloo on September 14, 2023. Reporter Zachary Smith joined Perkins for the West Liberty session.</p>
<p>(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>KSUI FM, WSUI AM continued its internship program offering opportunities to students and recent graduates involving digital, news and talk show production. The internship program works with students at the University of Iowa as well as students from other Iowa higher education institutions and recent graduates, 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 one internship that started June, 2023, a University of Iowa student is working with Talk Show Producer Caitlin Troutman and the Talk Show team learning to operate the on-air console, answer phones during the live talk shows and complete podcast posts for the team.</p> <p>Talk Show Producer Danielle Gehr and Reporter Zachary Smith 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>



Type of Activity	Description
<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>KSUI/WSUI encourages 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 KSUI/WSUI supports training opportunities for its staff.</p> <p>News/Talk Program Director Katherine Perkins participated in a two-day virtual audience development summit held by PRPD &amp; 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 &amp; 23, 2023.</p> <p>Broadcast Engineer Jim Davies attended the annual National Association for Broadcasters Show in Las Vegas April 13-17, 2023. This provided Davies the opportunity to see the latest technology in broadcast engineering and to talk to peers, enthusiasts, designers and manufacturers.</p> <p>Reporter Zachary Smith attended the 3rd annual Iowa Writers Retreat from September 17-20, 2023 at Lakeside Labs in Okoboji, Iowa. The retreat was a multi-day, multi-genre workshop aimed at developing writing and communities of writing in the state. It featured legacy journalists teaching workshops on reporting, scene writing, social media use and more.</p> <p>News/Talk Program Director Katherine Perkins 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>

*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.*