

EEO PUBLIC FILE REPORT

FOR

KUNI/KHKE FM RADIO

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KUNI/KHKE FM RADIO
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:

**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>
Reporter and Host	1	IPR Staff (1)	IPR Staff	1-4, 6, 9, 11-12, 14-15, 17-20, 23
Information Technology Specialist	4	Indeed (3), Iowa Public Radio Website (1)	Indeed	1-23

**KUNI/KHKE FM RADIO
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 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: 0</p> | <p>4 Dual Career Network*
Contact: Garry Klein
616 Jefferson Building
Iowa City, IA 52242
319-335-3524
https://hr.uiowa.edu/careers/dual-career-services/
Total interviewees for reporting period: 0</p> |
| <p>5 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>6 Filipino-American Association of Iowa*
Contact: Alma Reed
515-418-5003
http://www.filamofiowa.org
Total interviewees for reporting period: 0</p> |
| <p>7 Grow Cedar Valley Job Board
360 Westfield Ave, Suite 300
Waterloo, IA 50701
319-232-1156
https://members.growcedarvalley.com/jobs
Total interviewees for reporting period: 0</p> | <p>8 Hawkeye Technical Community College
1501 E Orange Rd
Waterloo, IA 50701
(319) 296-2320
https://app.joinhandshake.com/jobs/
Total interviewees for reporting period: 0</p> |
| <p>9 Indeed
6433 Champion Grandview Way Building 1
Austin, TX 78750
512-459-5300
https://www.indeed.com/
Total interviewees for reporting period: 3</p> | <p>10 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</p> |
| <p>11 Iowa Public Radio Employee Referrals
E-mail to all staff announcing the open position
and encouraging them to recruit.

Total interviewees for reporting period: 1</p> | <p>12 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: 1</p> |

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| <p>13 Iowa State University
1320 Gerdin Business Building
Ames, IA 50011
515-294-8621
https://app.joinhandshake.com/jobs
Total interviewees for reporting period: 0</p> | <p>14 Monster Website
133 Boston Post Rd, Suite 15
Weston, MA 02493
978-461-8000
https://www.monster.com/
Total interviewees for reporting period: 0</p> |
| <p>15 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</p> | <p>16 Simpson College
701 North C Street
Indianola, IA 50125
515-961-6251
https://app.joinhandshake.com/jobs
Total interviewees for reporting period: 0</p> |
| <p>17 Talent.com Website
5800 St. Denis 604
Montreal, Quebec, H25 3L5, Canada
https://www.talent.com/
Total interviewees for reporting period: 0</p> | <p>18 Trovit.com Website
Diagonal 601 9th Floor
Barcelona, Barcelona 08028, ES
https://trovit.com/
Total interviewees for reporting period: 0</p> |
| <p>19 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</p> | <p>20 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</p> |
| <p>21 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</p> | <p>22 Wartburg College
100 Wartburg Boulevard
Waverly, IA 50677
319-352-8615
https://info.wartburg.edu/employment
Total interviewees for reporting period: 0</p> |
| <p>23 ZipRecruiter Website
604 Arizona Ave
Santa Monica, CA 90401-1610
877-252-1063
https://www.ziprecruiter.com/
Total interviewees for reporting period: 0</p> | |

Grand total interviewees for reporting period: 5

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

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

KUNI/KHKE FM Radio has engaged in the following outreach activities as covered during the term of this report:

Type of Activity	Description
<p>(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>(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>Technical Producer Phil Maass and Production Assistant Tony Dehner attended the Des Moines Music Coalition's Music University on October 23, 2022. Maass and Dehner participated on a panel discussing how local musicians can get their music played on the air. Panelists discussed FCC language rules, fines for breaking them, preferred delivery formats and how to get in contact with broadcasters.</p> <p>Production Assistant Tony Dehner served on the Board of Control for Student Broadcasting station KULT-FM for the years 2022-2023. The board's primary role is the hiring of management staff for KULT-FM, the University of Northern Iowa student radio station.</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.</p>

	Northeast Iowa Reporter & Host Grant Winterer participated in the Fort Dodge session on August 25, 2023 and Waterloo on September 14, 2023.
<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>KUNI/KHKE continued its internship program offering opportunities to students in both content production including on-air hosting and broadcast operations including work related to the automation system, music scheduling and production. The internship program works with students at the University of Northern Iowa, 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 of the internships from the past year, a University of Northern Iowa student involved in the University’s student station had the opportunity to work with Senior Music Producer Mark Simmet and Production Assistant Tony Dehner from the Music team. During the period June, 2022 through May, 2023, the student assisted with various automation, music scheduling and production activities.</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 as examples of how KUNI/KHKE supports training opportunities for its staff.</p> <p>Music Director Al Schares 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.</p> <p>Keaton Scovel, Engineering Operations Manager, maintains membership in the Society of Broadcast Engineers, a professional organization dedicated to advancing the field of engineering in broadcasting. Scovel is working to obtain the Data Networking Certification through the Society of Broadcast Engineers. Scovel completed all 8 of the webinars on-demand on May 3, 4 & 5, 2023.</p>

	<p>Kevin Rotz, Radio Broadcast Engineer, maintains membership in the Society of Broadcast Engineers. Rotz completed the following training courses: SBE Webinar-Last Mile Solutions for Cloud-Based Broadcasting: Part 1 February 23, 2023, SBE Webinar-Last Mile Solutions for Cloud-Based Broadcasting: Part 2 March 23, 2023, SBE Webinar-Basic RF for IT/Module 1 July 19, 2023, SBE Webinar-Basic RF for IT/Module 2 July 20, 2023, SBE Webinar-Back to Basics/Network Design and Configuration: Part 1 August 24, 2023 , SBE Webinar-HD Radio Monitoring: What Has Been Done and What Can Be Done with Modern Monitoring Equipment August 17, 2023, SBE Webinar-Basic RF for IT/Module 3 August 31, 2023 and SBE Webinar-Basic RF for IT/Module 4 September 21, 2023.</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.