

EEO PUBLIC FILE REPORT

FOR

KUNI-FM and KHKE-FM

**EEO PUBLIC FILE REPORT
FOR
KUNI-FM and KHKE-FM, Cedar Falls, Iowa
Licensed to: Iowa Public Radio, Inc.**

October 1, 2025 – September 30, 2026

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: 515-383-8407
Contact Person: Lynn Jones-Folsom
E-mail Address: ljfolsom@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>
Northeast Iowa Reporter	4	Iowa Public Radio website (1), Friend/Colleague or other (3)	Friend/Colleague or other	1-24

**KUNI-FM and KHKE-FM
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Attachment "A"**

1	Adzuna 212 New Kings Road London, SW6 4NZ 44 7970 904344 https://www.adzuna.com/ Total interviewees for reporting period: 0	2	Cornell College 600 1st St Mt Vernon, IA 52314 319-895-4334 https://www.cornellcollege.edu/ Total interviewees for reporting period: 0
3	Drake University 2507 University Avenue Des Moines, IA 50311-4505 515-271-2011 https://app.joinhandshake.com/jobs Total interviewees for reporting period: 0	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
5	PMJA Swap Shop Facebook 1 Hacker Way Menlo Park, CA 94025 650-308-7300 https://www.facebook.com/pmjatweets Total interviewees for reporting period: 0	6	Facebook – PMJA Group 1 Hacker Way Menlo Park, CA 94025 650-308-7300 https://www.facebook.com/pmjatweets Total interviewees for reporting period: 0
7	Filipino-American Association of Iowa* Contact: Alma Reed 515-418-5003 http://www.filamofiowa.org Total interviewees for reporting period: 0	8	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: 3
9	Glassdoor LLC c/o CT Corporation 330 North Brand Boulevard Glendale, CA 91203-2336 https://www.glassdoor.com/Community/index.htm Total interviewees for reporting period: 0	10	Grinnell College 1115 8th Ave Grinnell, IA 50112 641-269-4000 https://app.joinhandshake.com/jobs Total interviewees for reporting period: 0

11	Indeed 6433 Champion Grandview Way Building 1 Austin, TX 78750 512-459-5300 https://www.indeed.com/ Total interviewees for reporting period: 0	12	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
13	Iowa Public Radio Website 2111 Grand Avenue Des Moines, IA 50312-5393 800-861-8000 https://www.iowapublicradio.org/careers-at-ipr Total interviewees for reporting period: 1	14	Iowa Public Radio All Staff Email 2111 Grand Avenue Des Moines, IA 50312-5393 800-861-8000 Total interviewees for reporting period: 0
15	Iowa State University Career Services 1320 Gerdin Business Building Ames, IA 50011 https://cyhire.iastate.edu/employers/ Total interviewees for reporting period: 0	16	Jooble Kyiv, Ukraine https://jooble.org/ Total interviewees for reporting period: 0
17	LinkedIn – Iowa Public Radio 1000 West Maude Sunnyvale, CA 94085 https://www.linkedin.com Total interviewees for reporting period: 0	18	Monster Website 133 Boston Post Rd, Suite 15 Weston, MA 02493 978-461-8000 https://www.monster.com/ Total interviewees for reporting period: 0
19	MyJobHelper 33 Irving Pl Fl 3 New York, NY 10003 https://www.myjobhelper.com Total interviewees for reporting period: 0	20	PostJobFree Inc. 101 Marketside Ave Ste 404-206 Ponte Vedra, FL 32081 https://www.postjobfree.com/ Total interviewees for reporting period: 0

21	Public Media Journalists Association PO Box 838 Sturgis, SD 57785 https://pmja.org Total interviewees for reporting period: 0	22	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
23	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	24	ZipRecruiter Website 604 Arizona Ave Santa Monica, CA 90401-1610 877-252-1063 https://www.ziprecruiter.com/ Total interviewees for reporting period: 0
25	Grand total interviewees for reporting period: 4 Sources designated with an * have requested notification of open positions.		

**KUNI-FM and KHKE-FM
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Attachment "B"**

KUNI-FM and KHKE-FM engaged in the following outreach activities as covered during the term of this report:

Type of Activity	Description
(i) Job fair participation – In two years' time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Human Resources Manager Donna Wolk participated in the Park Fair Mall June 2026 Career Fair hosted by IowaWorks. This event brought together actively hiring employers, on-site support from IowaWORKS staff and a welcoming space for job seekers to explore their next career step.
(iv) Participation in community group events – 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	Tony Dehner, Music Director, participated in a film project at the University of Northern Iowa. Payton Cozzens and Devesh Desai were in a Fall 2025 Advanced Digital Media Production Documentary class. Their final project was to do a short documentary about Tony while exploring some of the challenges and joys of live radio today. They interviewed Tony about his history with radio as well as about the broader issues impacting radio. The students and, by extension, the class were provided with valuable insights into careers in media, technology changes, and the future of broadcasting. The final projects were screened at the end of the semester, open to the public.
(v) Internship program – In two years' time: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	

(viii) Training programs – In two years’ time: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Tony Dehner, Music Director, attended the NON-COMMvention 2026 in May. This conference serves as the annual gathering for public, non-commercial Triple-A radio programmers, music managers, media, and industry representatives to discover new music and discuss industry challenges Our Engineering Operations Manager Keaton Scovel-Willett hosts the ongoing virtual monthly meeting of the Society of Broadcast Engineers, Des Moines chapter. SBE provides a forum for the exchange of ideas and the sharing of information to help you keep pace with our rapidly changing industry. Keaton also serves as the Des Moines Chapter Certification Chair. Our Engineering Operations Manager Keaton Scovel-Willett completed the Wheatstone Studio Master Class this year. This Master Class is a highly popular 5-part webinar series designed for broadcast engineers, system integrators, and IT teams. The comprehensive series focused heavily on Audio-over-IP (AoIP) practical networking, studio trends, failover protocols, and remote broadcasting.
(xiv) Training to management level personnel – In two years’ time: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	

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.