EEO PUBLIC FILE REPORT

FOR

KSUI FM

WSUI AM
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FOR
KSUI FM, WSUI AM
Licensed to: The University of Iowa, Iowa City, 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.

<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>Major Gifts Officer</td>
<td>4</td>
<td>Iowa Public Radio On-Air Announcements (1), Iowa Public Radio Website (1), Friend or other referral (1), No response (1)</td>
<td>Iowa Public Radio On-Air Announcements</td>
<td>1-25</td>
</tr>
</tbody>
</table>

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
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: 1

3. Current Employee Referrals
   E-mail to all staff announcing the open position and encouraging them to recruit.

   Total interviewees for reporting period: 0

4. Association of Fundraising Professionals Central Iowa
   https://community.afpnet.org/afpcentraliowa chapter/career/

   Total interviewees for reporting period: 0

5. Cornell College
   600 1st Street SW
   Mount Vernon, IA 52314
   319-895-4334
   https://app.joinhandshake.com/jobs/

   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: 0

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. Drake University
   2507 University Avenue
   Des Moines, IA 50311-4505
   515-271-2011
   https://app.joinhandshake.com/jobs/

   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. Filipino-American Association of Iowa*
    Contact: Alma Reed
    515-418-5003
    http://www.filamofiowa.org

    Total interviewees for reporting period: 0

12. 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
<table>
<thead>
<tr>
<th></th>
<th>Institution</th>
<th>Address</th>
<th>Contact Information</th>
<th>Total Interviewees for Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>13.</td>
<td>Greater Des Moines Partnership</td>
<td>700 Locust Street, Suite 100</td>
<td><a href="https://www.careersdsmusa.com/careers/jobs/">Greater Des Moines Partnership</a></td>
<td>0</td>
</tr>
<tr>
<td>14.</td>
<td>Grinnell College</td>
<td>1115 8th Avenue</td>
<td><a href="https://app.joinhandshake.com/jobs/">Grinnell College</a></td>
<td>0</td>
</tr>
<tr>
<td>15.</td>
<td>Iowa College Recruiting Network</td>
<td>10 Merrill Park Circle, Suite B</td>
<td><a href="http://recruitiowagrads.com/">Iowa College Recruiting Network</a></td>
<td>0</td>
</tr>
<tr>
<td>16.</td>
<td>Iowa State University Career Services</td>
<td>1320 Gerdin Business Building</td>
<td><a href="https://cyhire.iastate.edu/employers/">Iowa State University Career Services</a></td>
<td>0</td>
</tr>
<tr>
<td>17.</td>
<td>PRADO List-Serve</td>
<td></td>
<td><a href="prado@listserv.syr.edu">PRADO List-Serve</a></td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td>18.</td>
<td>Simpson College</td>
<td>701 North C Street</td>
<td><a href="https://app.joinhandshake.com/jobs/">Simpson College</a></td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td>19.</td>
<td>University of Iowa Career Services</td>
<td>100 Pomerantz Center, Suite C310</td>
<td><a href="https://app.joinhandshake.com/jobs/">University of Iowa Career Services</a></td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td>20.</td>
<td>University of Northern Iowa Career Services</td>
<td>102 Gilchrist Hall</td>
<td><a href="https://careerservices.uni.edu/job-board">University of Northern Iowa Career Services</a></td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td>21.</td>
<td>University of Wisconsin Platteville*</td>
<td>Tower 610, 1 University Plaza</td>
<td><a href="http://www.uwplatt.edu/">University of Wisconsin Platteville*</a></td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td>23.</td>
<td>Wartburg College</td>
<td>100 Wartburg Boulevard</td>
<td><a href="https://info.wartburg.edu/employment">Wartburg College</a></td>
<td>Total interviewees for reporting period: 0</td>
</tr>
<tr>
<td>24.</td>
<td>Friend or other referrals</td>
<td></td>
<td>[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.)</td>
<td>Total interviewees for reporting period: 1</td>
</tr>
</tbody>
</table>
25. No response
   The candidate opted not to share
   information on where they learned
   of the position.

   Total interviewees for reporting period: 1
   Grand total interviewees for reporting period: 4

   Sources designated with an * have requested
   notification of open positions.
KSUI FM, WSUI AM 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>KSUI FM, WSUI AM 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. KSUI FM, WSUI AM participated in the Spring 2020 Jump-Start Internship and Networking Fair hosted by the Iowa State University Greenlee School of Journalism and Communication on March 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.</td>
</tr>
</tbody>
</table>
| (iv) Participation in community group events – | *Talk of Iowa* Host Charity Nebbe moderated a panel discussion on “Characteristics of Effective Neighborhoods” at an Iowa Ideas forum, an event organized by *The Gazette* in Cedar Rapids, Iowa on October 3, 2019. The panel discussed building effective neighborhoods and was recorded and produced to air on *Talk of Iowa*.  
*River to River* Host Ben Kieffer moderated “The Burden of Gun Violence: Trends and Policy Solutions” on October 23, 2019. This non-partisan event, sponsored by the University of Iowa Public Policy Center, hosted a panel of national experts to discuss data related to the burden of American gun violence and the potential for evidence-based public policy solutions. |
(iv) Participation in community group events – (Cont’d)  

*River to River* Host Ben Kieffer moderated a Pecha Kucha event hosted by the University of Iowa’s College of Public Health on February 27, 2020. The event engaged the community in a conversation about public health and current events and showcased College of Public Heath faculty and community presenters.

Talk Show Producer Katelyn Harrop participated in a panel discussion at the University of Iowa’s “Communicating Ideas” workshop on July 10, 2020. The panelists spoke to University of Iowa faculty on how best to talk about their work with the media.

(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  

KSUI FM, WSUI AM continued its internship program offering opportunities to students involving digital, news and talk show production. The internship program works primarily with students at the University of 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.

To highlight one internship from this past year, in the Talk Show department, three students assisted the producers of the daily talk shows by researching and booking guests, conducting pre-interviews, screening calls during call-in portions of the shows, and posting the show audio and supporting text on the website.

(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  

KSUI FM, WSUI AM 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 KSUI FM, WSUI AM supports training opportunities for its staff.

News/Talk Program Director Katherine Perkins participated in NPR’s “Spring 2019 Broadcast Ratings” webinar on October 30, 2019.

Talk Show Producer Katelyn Harrop attended the annual Legislative Forum hosted by The Associated Press in Des Moines on January 7, 2020.
(viii) Training Programs (Cont’d) –

<table>
<thead>
<tr>
<th>Event</th>
</tr>
</thead>
</table>

*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.*