

EEO PUBLIC FILE REPORT

FOR

KSUI-FM and WSUI-AM

**EEO PUBLIC FILE REPORT
FOR
KSUI-FM and WSUI-AM, Iowa City, Iowa
Licensed to: Iowa Public Radio, Inc.**

October 1, 2024 – September 30, 2025

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: 515-383-8407

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>
Reporter	4	CPB Website (2), Grinnell College (1) Indeed (1)	CPB Website	1-29

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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. Corporation for Public Broadcasting Website 401 9 th Street, NW Washington, DC 20004-2129 202-879-9600 https://www.cpb.org/jobline/ Total interviewees for reporting period: 2
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. Drake University 2507 University Avenue Des Moines, IA 50311-4505 515-271-2011 https://app.joinhandshake.com/jobs Total interviewees for reporting period: 0
5. 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	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: 0
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 Broadcast News Association c/o Dar Danielson 8412 Winston Ave. Urbandale, Iowa 50322 https://ibna.org Total interviewees for reporting period: 0
13.	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	14.	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: 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.	Minnesota State Univ. Moorhead 1104 7th Ave S Moorhead, MN 56563 218-477-2161 https://www.mnstate.edu Total interviewees for reporting period: 0
19.	Monster Website 133 Boston Post Rd, Suite 15 Weston, MA 02493 978-461-8000 https://www.monster.com/ Total interviewees for reporting period: 0	20.	Myjobhelper 33 Irving Pl Fl 3 New York, NY 10003 https://www.myjobhelper.com Total interviewees for reporting period: 0

21.	PostJobFree Inc. 101 Marketside Ave Ste 404-206 Ponte Vedra, FL 32081 https://www.postjobfree.com/ Total interviewees for reporting period: 0	22.	Public Media Journalists Association PMJA Swap Shop Facebook Group PO Box 838 Sturgis, SD 57785 https://pmja.org Total interviewees for reporting period: 0
23.	Trovit.com Website Diagonal 601 9th Floor Barcelona, Barcelona 08028, ES https://trovit.com/ Total interviewees for reporting period: 0	24.	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
25.	University of Missouri – KBIA Columbia, MO 65211 573-882-2121 https://missouri.edu Total interviewees for reporting period: 0	26.	University of Nebraska-Omaha 6001 Dodge St, Omaha, NE 68182 402-554-2800 https://www.unomaha.edu Total interviewees for reporting period: 0
27.	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	28.	University of Wisconsin Oshkosh 800 Algoma Blvd Oshkosh, WI 54901 920-424-1234 https://www.uwosh.edu Total interviewees for reporting period: 0
29.	ZipRecruiter Website 604 Arizona Ave Santa Monica, CA 90401-1610 877-252-1063 https://www.ziprecruiter.com/ Total interviewees for reporting period: 0		Grand total interviewees for reporting period: 4 Sources designated with an * have requested notification of open positions.

**KSUI-FM and WSUI-AM
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Attachment “B”**

KSUI-FM and WSUI-AM 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	Talent & Culture Manager Mike Davis participated in the “Leap into Your Non-Profit Career” event held on February 29, 2024 to connect area students with local non-profits, young professionals performing non-profit work and genYP. The event organized by the Urbandale Chamber of Commerce, was designed by KEY in Des Moines (Keeping Educated Youth in Des Moines) in response to a student need to learn more about non-profit work in the metro. Talent & Culture Manager Mike Davis hosted a virtual chat room as part of the Public Media Career Fair held on March 19, 2024. Davis was able to engage in one-on-one chats with jobseekers regarding open positions at Iowa Public Radio.
(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	On April 12, 2025, <i>Talk of Iowa</i> Host Charity Nebbe serve as our MC for the Neighborhood Centers Spring Gala in Coralville, IA. This event honors the individuals and organizations who go above and beyond to strengthen, support, and uplift the community. On November 7, 2024, Talk of Iowa Host Charity Nebbe hosted Investigate Midwest’s storytelling event “Lost & Found” in Iowa City, IA. Live storytellers from the area will share their interesting stories around the theme of “Lost and Found: Lost Treasures, Found Journeys: Stories of Discovery”. River to River Host Ben Kieffer moderated a discussion with Mara Liasson. Mara is the national political correspondent for NPR and a contributor to

	FOX News Channel. She joined FOX in 1997 and serves as a panelist on Special Report with Brett Baier and FOX News Sunday, FOX Broadcasting Company's public affairs program that airs nationwide each Sunday morning. This was part of the Levitt Lecture that took place at the University of Iowa in Iowa City on April 1, 2025. Ben Kieffer, host and producer of Iowa Public Radio's daily talk show River to River, taught four sessions of a course regarding the 2024 election at the University of Iowa's Senior College. This course examined the key races and major issues surrounding the elections and included a morning-after analysis of the 2024 election results.
(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 and 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. A student from Oberlin College was a 2025 summer intern with IPR's Talk Show team from May through August. This student was running the board during live talk shows, writing podcast descriptions for both daily talk shows, producing billboards and editing archives for rebroadcast, screening calls during live shows. She also pre-interviewed guests, produced segments in the field for broadcast, and researched, booked and produced shows. A student from the University of Iowa worked with the Talk Show team from January 2025 until May 2025. This helped with answering and recording radio calls, writing podcast descriptions, editing audio, and running the soundboard for prerecorded shows. She was most involved in

	helping with IPR's Horticulture Fridays and worked on River to River as well. Another student from the University of Iowa worked with the talk shows team through Spring of 2025 running the board during live talk shows, writing podcast descriptions for both daily talk shows, producing billboards and editing archives for rebroadcast, and screening calls during live shows.
(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 and WSUI-AM encourage 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-FM and WSUI-AM support training opportunities for its staff. Donor Relations Manager Meghan Polk participated in the webinar series Veritus Way of Mid-Level Fundraising offered by Veritus Group's. Meghan completed all 38 lessons in November 2024. On April 25, 2025, Donor Relations Manager Meghan Polk attended the Greater Public Roundtable: Messaging for Midlevel. This is a virtual discussion hosted by Greater Public, a professional development organization for public media fundraisers. The roundtable brings together fundraising professionals from different public media stations to discuss effective messaging strategies for cultivating mid-level donors. Talk Show Producers Samantha McIntosh and Dani Gehr and Digital Producer Natalie Dunlap attended the PMJA Conference in Kansas City in June 2025. The PMJA Conference is the annual gathering hosted by the Public Media Journalists Association (PMJA), a professional organization for public media journalists. The conference provides a platform for public media professionals to network, learn from experts, and share best practices through workshops, panels, and social events, focusing on developing quality journalism and leadership in local public media.

(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.