

**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, 2021 – September 30, 2022**

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](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>
Music Producer	1	Current Employee Referral (1)	Current Employee Referral	1-11

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EEO Public File Report  
Attachment "A"**

1. Corporation for Public Broadcasting Website  
401 9<sup>th</sup> Street, NW  
Washington, DC 20004-2129  
202-879-9600  
<https://www.cpb.org/jobline/>

**Total interviewees for reporting period: 0**

2. Facebook – Iowa Public Radio  
1 Hacker Way  
Menlo Park, CA 94025  
650-543-4800

**Total interviewees for reporting period: 0**

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

**Total interviewees for reporting period: 1**

4. 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**

5. Iowa State University  
1320 Gerding Business Building  
Ames, IA 50011  
<https://cyhire.iastate.edu/employers/>

**Total interviewees for reporting period: 0**

6. 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**

7. 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**

8. Dual Career Network\*  
616 Jefferson Building  
Iowa City, IA 52242  
319-335-3524  
Contact: Garry Klein

**Total interviewees for reporting period: 0**

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

**Total interviewees for reporting period: 0**

10. 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**

11. No response

The candidate opted not to share information on where they learned of the position.

**Total interviewees for reporting period: 0**

**Grand total of interviewees for reporting period: 1**

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

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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>KUNI/KHKE participated in the Spring 2022 Jump-Start Internship &amp; Networking Fair: Virtual Edition sponsored by the Iowa State University Greenlee School of Journalism and Communication in collaboration with the College of Liberal Arts and Sciences on February 22, 2022. Participation allowed the organization to present internship opportunities, discuss career options and raise awareness of such opportunities within the organization and public media.</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 hosted a group of students in the KUNI/KHKE studios from the University of Northern Iowa School of Music on December 6, 2021. The students were enrolled in a course titled "Music and Technology" which includes an introduction to the systems used to create, prepare, perform and distribute music. Maass provided several examples of mixes he had created discussing the differences in each, what he was trying to achieve and whether the mix was successful in that regard.</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>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>

(v) Internship Program – (cont)	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 the Music team assisting with various automation, music scheduling and production activities.
<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>Engineer Keaton Scovel participated in several certification webinars hosted by the Society of Broadcast Engineers including CBNT &amp; CBNE Study Topic Series Module 1 “Introduction” on April 5, 2022, Module 2 “Internetworking” on April 19, 2022, Module 3 “Physical and Virtual Addressing” on May 3, 2022, Module 4 “Media Systems Architecture” on May 17, 2022, Module 5 “IT Systems for Broadcast Media” on June 9, 2022, Module 6 “IT Cybersecurity” on June 28, 2022, Module 7 “Building the IT Infrastructure” on July 21, 2022 and Module 8 “Webinar Series Review” on August 9, 2022.</p> <p>Music Director Al Schares participated in the Audience Development Summit, a collaboration created between Greater Public, The Public Radio Program Directors Association and Eastern Region Public Media on April 26 &amp; 27, 2022. The summit brought together public media leadership, development, marketing and content professionals to connect with and serve new audiences at this critical juncture in public media.</p> <p>Classical Music Host Jacqueline Halbloom participated in the “Exploding the Classical Canon: How to Diversify the Playlist” with guests Suzanne Nance and Kristina Becker from All Classical Portland’s Recording Inclusivity Initiative. The Initiative strives to change the fact that classical music is dominated by white male composers, conductors and performers by opening the radio waves to musicians from underrepresented communities. The webinar was hosted by Current on May 17, 2022.</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.*