

Federal Communications Commission

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Account number: 591764

Description: WOI-AM-FM MID-TERM EEO

Application Reference Number: 20080929ARB

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Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002) FOR FCC USE ONLY
BROADCAST MID-TERM REPORT	FOR COMMISSION USE ONLY FILE NO. - 20080929ARB

Legal Name of the Licensee
 IOWA STATE UNIVERSITY OF SCIENCE & TECHNOLOGY

Mailing Address
 2022 COMMUNICATIONS BUILDING

City AMES	State or Country (if foreign address) IA	Zip Code 50011 -
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Telephone Number (include area code) 5152942025	E-Mail Address (if available) WOI@IASTATE.EDU
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FCC Registration Number 0005084868	Facility ID Number 29118	Call Sign WOI-FM
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WOI-FM	29118	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	AMES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No
WOI	29119	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	AMES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name	Street Address
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MARGARET L. MILLER			1200 NEW HAMPSHIRE AVE NW SUITE 800
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2027762000

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent WARREN R. MADDEN
Title VICE PRESIDENT, BUSINESS & FINANCE	Telephone No. (include area code) 5152946162
Date 9/23/2008	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DONALD T. WIRTH	Title: GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Attachment 1

Description
2006-2007 EEO Public File Report
2007-2008 EEO Public File Report

**Stations WOI (AM), Ames, IA and WOI - FM, Ames, IA
Licensee Iowa State University of Science and Technology**

EEO Public File report

-for the period October 1, 2006 through September 30, 2007

Full Time Vacancies Filled. During this time period we filled two (2) positions –
Membership Manager and Clerk III

Recruitment Source for Full Time **Membership Manager** Vacancy Filled:

Des Moines Register (total interviewees: (1)
CareerBuilder.com (0)
Corporation for Public Broadcasting Website (0)
ISU Human Resources Website (0)
Iowa Workforce Development (0)
WOI Website (0)
Association of Fundraising Professionals (1)
PRADO Listserv (0)
Our on-air announcements on the WOI Radio stations (0)
On-air announcements on the KUNI Radio stations and WSUI/KSUI Radio stations (0)

Recruitment Source Information for Full Time **Clerk III** Vacancy Filled:

ISU Human Resources Website (4)
Iowa Workforce Development (0)
WOI Website (0)

Membership Manager - Three (3) individuals were interviewed for this position. The individual selected learned of the position from a source other than those listed above (an ISU employee not affiliated with WOI Radio). The other interviewees learned of the position from advertisements in The Des Moines Register (1) and the Association of Fundraising Professionals (1). One individual selected for interview, who withdrew from consideration prior to the interview appointment date, learned of the position from The Des Moines Register.

Clerk III – Four (4) individuals were interviewed for this position. The individual selected learned of the position from the Iowa State jobs website. The other interviewees learned of the position from the Iowa State jobs website (3).

Contact information for the recruitment sources is as follows:

Des Moines Register
715 Locust
Des Moines, IA 50309
Stephanie Gilbert 515-284-8141

CareerBuilder.com
Des Moines Register
715 Locust
Des Moines, IA 50309
Stephanie Gilbert 515-284-8141

Corporation for Public Broadcasting Website Jobline
<http://www.cpb.org/jobline/>
401 Ninth Street, NW
Washington, DC 20004-2129
202-879-9600

ISU Human Resources Website
Human Resources Department
3010 Beardshear Hall
Iowa State University
Ames, IA 50011
Marlene Burkheimer 515-294-8917

PRADO (Public Radio Association of Development Officers) ListServ
<http://www.pradoweb.org/>
Linda Jordening of WOI Radio initiated the email message on the listserv

Association of Fundraising Professionals – Central Iowa Chapter
100 East Grand Avenue, Suite 330
Des Moines IA 50309
Linda Odson 515-243-1558

WOI Website, On-Air Announcements
2022 Communications Building
Iowa State University
Ames, IA 50011
Donald Wirth 515-294-4498

Iowa Workforce Development
430 East Grand Avenue
Des Moines IA 50319-1920
515- 281-9619

Handled through Iowa State University's Human Resources Department –
Marlene Burkheimer 515-294-8917

Long-Term Initiatives. During this time period we undertook the following activities in compliance with the Prong 3 requirements of the FCC EEO Guidelines:

Internship Program: WOI continued and expanded the internship program. Opportunities were available in news production, broadcasting, traffic, clerical, fundraising and accounting. In accounting new opportunities have been added that prepare for careers in either public radio, non-profit or commercial broadcasting. In the past year 35 students participated in the internship program.

Training program for station personnel to acquire skills for advancement: WOI continues to provide training opportunities for station personnel. Examples include on-site training for underwriting staff in April 2007 (4 staff members); training in development of applications for internet web sites in January 2007 (1 staff member); training in accounting, auditing and public accountability in May 2007 (1 staff member); training in fund raising processes for public broadcasters in July 2007 (1 staff member).

Providing training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination. All permanent staff, including management level personnel, attended training sessions on what constitutes harassment and what can be done to prevent it. Attendance was between April and June 2007.

Other activities designed to disseminate broadcasting employment information: WOI has participated in a number of community activities presenting career opportunities in broadcasting. Included in these efforts are booths at the Des Moines Arts Festival June 29-July 1, 2007 in downtown Des Moines and the Octagon Festival for the Arts September 23, 2007 in Ames. At each of these events information about job opportunities was included in booth information. In addition, staff provided information about employment opportunity information we post on our website at a meeting of the Des Moines Sertoma Club at the Embassy Club in Des Moines on May 22, 2007. Information about job opportunities was also provided at our booth at the opera performed Marcy 20, 2007 at Stephens Auditorium in Ames, and at our booth at the Business to Business Expo in Ames on April 5, 2007.

**Stations WOI (AM), Ames, IA and WOI (FM), Ames, IA
Licensee Iowa State University of Science and Technology**

EEO Public File report

-for the period October 1, 2007 through September 30, 2008

Full Time Vacancies Filled. During this time period we filled five (5) positions – Underwriting Manager, News Director, Membership Manager, Accountant and Clerk III. We used different sources for different positions.

Recruitment Source Information for Full Time Vacancies Filled:

Des Moines Register (total interviewees: (0)
Cedar Rapids Gazette (0)
Monster.com Website (0)
Diversity Inc. Website (0)
CareerBuilder.com (1)
Corporation for Public Broadcasting Website (0)
Current Magazine (1)
ISU Human Resources Website (7)
Nationjobs.com (0)
Iowa Workforce Development (0)
WOI Website (0)
Iowa Public Radio Website (1)
KUNI Radio Website (0)
WSUI/KSUI Radio Website (0)
PRADO Listserv (0)
On-air announcements on the WOI Radio stations (0)
On-air announcements on the KUNI Radio stations and WSUI/KSUI Radio stations (0)
Internal candidates (1)

Underwriting Manager – Three (3) individuals were interviewed for this position. The individual selected learned of the position from the ISU Human Resources Website. One interviewee, who indicates learning of the position from an ISU employee, was already employed by WOI Radio. The other interviewee did not disclose their referral source but indicated that the Iowa Public Radio website was what most influenced the decision to apply. One individual selected for interview, who withdrew from consideration prior to the interview appointment date, learned of the position from The Des Moines Register.

Recruitment Source Information for Full Time Vacancy:

Des Moines Register (total interviewees: (0)
CareerBuilder.com (0)
ISU Human Resources Website (1)
Nationjobs.com (0)

Iowa Workforce Development (0)
WOI Website (0)
Iowa Public Radio Website (0)
KUNI Radio Website (0)
WSUI/KSUI Radio Website (0)
PRADO Listserv (0)
On-air announcements on the WOI Radio stations (0)
On-air announcements on the KUNI Radio stations and WSUI/KSUI Radio stations (0)
Internal candidate (1)

News Director – Seven (7) individuals were interviewed for this position. The individual selected learned of the position from a source other than those listed above (an ISU employee). One (1) interviewee learned of the position from Careerbuilder.com. One (1) interviewee learned of the position from Current Magazine and one (1) learned of the position from an Iowa State University employee. Three (3) interviewees did not disclose the source that referred them to this position.

Recruitment Source Information for Full Time Vacancy:

Des Moines Register (total interviewees: (0)
Cedar Rapids Gazette (0)
Monster.com Website (0)
Diversity Inc. Website (0)
CareerBuilder.com (1)
Corporation for Public Broadcasting Website (0)
Current Magazine (1)
ISU Human Resources Website (0)
Nationjobs.com (0)
Iowa Workforce Development (0)
WOI Website (0)
Iowa Public Radio Website (0)
KUNI Radio Website (0)
WSUI/KSUI Radio Website (0)
On-air announcements on the WOI Radio stations (0)
On-air announcements on the KUNI Radio stations and WSUI/KSUI Radio stations (0)

Clerk III – Four (4) individuals were interviewed for this position. The individual selected learned of the position from the ISU Human Resources Website. The other three (3) interviewees learned of the position from the ISU Human Resources Website.

Recruitment Source Information for Full Time Vacancy:

ISU Human Resources Website (4)
Nationjobs.com (0)
Iowa Workforce Development (0)
WOI Website (0)

Iowa Public Radio Website (0)
KUNI Radio Website (0)
WSUI/KSUI Radio Website (0)
On-air announcements on the WOI Radio stations (0)
On-air announcements on the KUNI Radio stations and WSUI/KSUI Radio stations (0)

Membership manager – Two (2) individuals were interviewed for this position. The individual selected learned of the position from an ISU employee. The other interviewee learned of the position from the Iowa Public Radio website.

Recruitment Source Information for Full Time Vacancy:

Des Moines Register (total interviewees: (0)
CareerBuilder.com (0)
ISU Human Resources Website (0)
Nationjobs.com (0)
Iowa Workforce Development (0)
WOI Website (0)
Iowa Public Radio Website (1)
KUNI Radio Website (0)
WSUI/KSUI Radio Website (0)
Our on-air announcements on the WOI Radio stations (0)
On-air announcements on the KUNI Radio stations and WSUI/KSUI Radio stations (0)

Accountant – Two (2) individuals were interviewed for this position. The individual selected learned of the position from the ISU Human Resources Website. The other interviewee also learned of the position from the ISU Human Resources Website. One individual selected for interview, who withdrew from consideration prior to the interview appointment date, learned of the position from the ISU Human Resources Website.

Recruitment Source Information for Full Time Vacancy:

Des Moines Register (total interviewees: (0)
CareerBuilder.com (0)
ISU Human Resources Website (2)
Nationjobs.com (0)
Iowa Workforce Development (0)
WOI Website (0)
Iowa Public Radio Website (0)
KUNI Radio Website (0)
WSUI/KSUI Radio Website (0)
PRADO Listserv (0)
Our on-air announcements on the WOI Radio stations (0)
On-air announcements on the KUNI Radio stations and WSUI/KSUI Radio stations (0)

Contact information for the recruitment sources is as follows:

Des Moines Register
715 Locust
Des Moines, IA 50309
Sarah Holst 515-284-8141

CareerBuilder.com
Des Moines Register
715 Locust
Des Moines, IA 50309
Sarah Holst 515-284-8141

Corporation for Public Broadcasting Website Jobline
<http://www.cpb.org/jobline/>
401 Ninth Street, NW
Washington, DC 20004-2129
202-879-9600

Current Magazine
6930 Carroll Ave., Suite 350
Takoma Park, MD 20912
Sherron Phillips 301-270-7240, ext. 36

ISU Human Resources Website
Human Resources Department
3010 Beardshear Hall
Iowa State University
Ames, IA 50011
Marlene Burkheimer 515-294-8917

Iowa Workforce Development
430 East Grand Avenue
Des Moines IA 50319-1920
515- 281-9619
Handled through Iowa State University's Human Resources Department –
Marlene Burkheimer 515-294-8917

Monster.com
Barry McLaughlin, Internet Recruitment Consultant
800-MONSTER ext 5806

Diversity, Inc. Careers Website
<http://www.diversityinc.com/>
all contact online through Website
DiversityInc Careers joborders@diversityinc.com

NationJobs.com

<http://www.nationjobs.com/>

Handled through Iowa State University's Human Resources Department –
Marlene Burkheimer 515-294-8917

PRADO (Public Radio Association of Development Officers) ListServ

<http://www.pradoweb.org/>

Linda Jordening of WOI Radio initiated the email message on the listserv

WOI Website and on-air announcements

2022 Communications Building

Iowa State University

Ames, IA 50011

Donald Wirth 515-294-4498

Iowa Public Radio Website

1200 Grand Avenue

Des Moines IA 50309

Handled through Scott Vezdos at KUNI Radio

3rd Floor, Communications Arts Center, University of Northern Iowa, Cedar
Falls, IA 50614-0359 319-273-6400

KUNI Radio Website

Handled through Scott Vezdos at KUNI Radio

3rd Floor, Communications Arts Center, University of Northern Iowa, Cedar
Falls, IA 50614-0359 319-273-6400

WSUI/KSUI Website

Handled through Diane Scott at WSUI/KSUI

The University of Iowa, Broadcasting Services, 710 South Clinton Street, Iowa
City, IA 52242-1030 (319) 335-5730

KUNI Radio on-air announcements

Handled through Barbara Reid at KUNI Radio

3rd Floor, Communications Arts Center, University of Northern Iowa, Cedar
Falls, IA 50614-0359 319-273-6400

WSUI/KSUI on-air announcements

Handled through Diane Scott at WSUI/KSUI

The University of Iowa, Broadcasting Services, 710 South Clinton Street, Iowa
City, IA 52242-1030 (319) 335-5730

Long-Term Initiatives. During this time period we undertook the following activities in compliance with the Prong 3 requirements of the FCC EEO Guidelines:

Internship Program: WOI continued the internship program. Opportunities were available in news production, broadcasting, traffic, clerical, fundraising and accounting. In accounting we continued a program initiated last year that provides internship opportunities to prepare individuals for careers in either public radio, non-profit or commercial broadcasting. In the past year 27 students participated in the internship program.

Training program for station personnel to acquire skills for advancement: WOI continues to provide training opportunities for station personnel. Examples include on- and off-site training for engineering staff in June and August 2008, off-site training for news staff in August 2008, and off-site training for two support staff in March 2008.

Providing training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination. We require all new staff to participate in training on how to avoid harassment and discrimination.

Other activities designed to disseminate broadcasting employment information: WOI has participated in a number of community activities presenting career opportunities in broadcasting. Included in these efforts are booths at the Des Moines Arts Festival June 27-29, 2008 in downtown Des Moines, and the Octagon Festival for the Arts September 28, 2008 in Ames. At each of these events information about job opportunities was included in booth information. In addition, staff provided information about employment opportunity information we post on our website to a 15-student journalism class at Drake University on October 25, 2007, at Westminster Presbyterian Church to a meeting of 105 Golden Kiwanis members on November 8, 2007, and to a 15-student Iowa History class at Grand View College on November 14, 2007. Information about job opportunities was also provided at our booth at the 2008 Fourth of July live broadcast of the Yankee Doodle Pops in Des Moines.