



EEO Public File Report

August 1, 2021 to July 31, 2022

Open positions:

WVIK filled the following vacancies between August 1, 2021 and July 31, 2022

Station Manager: Augustana College posted and accepted applications for the position of Station Manager on December 15, 2021. With the assistance of the human resources department at Augustana College, 1 final candidate was interviewed. The position was filled on January 10, 2022. The interviewee were referred to the listing on Augustana College's website.

The opening for Station Manager was advertised with the following:

- Was posted on WVIK's website at wvik.org
- Was made available on the Augustana College website.
- Posted on the CPB's Jobline.

Director of Development: Augustana College posted and accepted applications for the position of Director of Development on March 7, 2022. With the assistance of the human resources department at Augustana College, 5 final candidates were interviewed. The position was filled on May 1, 2022. The interviewees were referred to the listing on Augustana College's website.

The opening for Director of Development was advertised with the following:

- Was posted on WVIK's website at wvik.org
- Was made available on the Augustana College website.
- Posted on the CPB's Jobline.

Director of Community Engagement: Augustana College posted and accepted applications for the position of Director of Development on March 7, 2022. With the assistance of the human resources department at Augustana College, 2 final candidates were interviewed. The position was filled on May 2, 2022. The interviewees were referred to the listing on Augustana College's website.

The opening for Director of Community Engagement was advertised with the following:

- Was posted on WVIK's website at wvik.org
- Was made available on the Augustana College website.
- Posted on the CPB's Jobline.

Newsroom Fellowship: Augustana College posted and accepted applications for the position of WVIK Newsroom Fellow in April 5, 2021. With the assistance of Human Resources, 3 final candidates were interviewed. The position was filled on August 2, 2022. All interviewees were referred to the listing on Augustana College's web site.

The opening for Newsroom Fellowship was advertised with the following:

- Posted on WVIK's website at www.wvik.org.
- Made available on the Augustana College website and by email to the Augustana College Journalism Department.
- Posted with regional public media partners in Iowa and Illinois through the Iowa Broadcast News Association and the Illinois News Broadcasters Association.
- Shared widely with Iowa and Illinois Public Radio Stations.

- Shared widely with University of Iowa Internship coordinator, the University of Illinois Public Affairs Reporting Program, and Illinois State University Department of Journalism.
- Posted on the CPB's Jobline.

Newsroom Fellowship: Augustana College posted and accepted applications for the position of WVIK Newsroom Fellow on March 20, 2022. With the assistance of Human Resources, 3 final candidates were interviewed. The position was filled on June 6, 2022. All interviewees were referred to the listing on Augustana College's web site.

The opening for Newsroom Fellowship was advertised with the following:

- Posted on WVIK's website at www.wvik.org.
- Made available on the Augustana College website and by email to the Augustana College Journalism Department.
- Posted with regional public media partners in Iowa and Illinois through the Iowa Broadcast News Association and the Illinois News Broadcasters Association.
- Shared widely with Iowa and Illinois Public Radio Stations.
- Shared widely with University of Iowa Internship coordinator, the University of Illinois Public Affairs Reporting Program, and Illinois State University Department of Journalism.
- Posted on the CPB's Jobline.

We also mailed all job postings to the following organizations:

Organization	Address	City	State	Zip
Alliance for Women in Media	2365 Harrodsburg Road A325	Lexington	KY	40504
Bethel AME Church	323 West 11th St.	Davenport	IA	52803
Black Student Union, Augustana College	639 38th Street	Rock Island	IL	61201
Black Student Union, St. Ambrose University	518 Locust Street	Davenport	IA	52803
Blackhawk College Placement	6600 34th Ave.	Moline	IL	61265
Bradley University	1501 W. Bradley	Peoria	IL	61265
Briar Cliff University	3303 Rebecca	Sioux City	IA	51104
Broadcast Education Assn.	1771 N. St NW	Washington	DC	20036
Buena Vista University	610 W. 4th St.	Storm Lake	IA	50588
C.A.D.S.	1523 South Fairmount	Davenport	IA	52802
Chicago State University	9501 S. Dr. Martin Luther King Dr.	Chicago	IL	60628- 1598
Career Center Augustana College	639 38th Street	Rock Island	IL	61201
Central College	812 University	Pella	IA	50219
Christian Family Care Center	PO Box 4176	Rock Island	IL	61204
Clarke College	1550 Clarke Drive	Dubuque	IA	52001
Coe College	1220 1st Ave. NE	Cedar Rapids	IA	52402
Community Services	428 Western Ave.	Davenport	IA	52801
Dept. of Veterans Affairs	7700 NW Beaver-Camp Dodge	Johnston	IA	50131
Des Moines Area Community College	2006 S. Ankeny Blvd., Bldg. 1	Ankeny	IA	50021
Divisions of Persons With Disabilities	Lucas State Office Building, 321 E. 12th St.	Des Moines	IA	50319
DMAACC-Des Moines/Urbana Campus	1100 7th St.	Des Moines	IA	50314
Drake University	2507 University Ave.	Des Moines	IA	50311
Family Resources (corporate office)	2800 Eastern Avenue	Davenport	IA	52803
Gaines Chapel AME Church	311 19th St.	East Moline	IL	61244
Gospel Mission Temple	5074 N. Pine St	Davenport	IA	52806
Greater Antioch Baptist	2512 9th St.	Rock Island	IL	61201

Greater Quad Cities Hispanic Chamber of Commerce	709 4th Avenue	Moline	IL	61265
Grinnell College	1127 Park St.	Grinnell	IA	50112
Hamilton Technical College	1011 E. 53rd St.	Davenport	IA	52807
Hawkeye Community College	1502 E. Orange Rd.	Waterloo	IA	50704
IA Dept of Human Rights	Lucas State Office Building, 321 E. 12th St.	Des Moines	IA	50319
IA Division of the Status of African Americans	Lucas State Office Building, 321 E. 12th St.	Des Moines	IA	50319
Illinois Broadcast Association	200 Missouri Ave.	Carterville	IL	62918-1808
IA Division of the Status of Women	Lucas State Office Building, 321 E. 12th St.	Des Moines	IA	50319
Illinois News Broadcasters Assn.	1 University Circle	Macomb	IL	61455
Illinois State University, Communications Dept.	100 N. University St.	Normal	IL	61761
Indiana University School of Journalism	Ernie Pyle Hall 940 East 7th St.	Bloomington	IN	47405-7108
Iowa Division of Latino Affairs	Lucas State Office Building, 321 E. 12th St.	Des Moines	IA	50319
Iowa East Central Train	500 E. 59th Street	Davenport	IA	52803
Iowa Lakes Community College	3200 Lakes Comm. College	Emmetsburg	IA	50325
Iowa Wesleyan College	601 N. Main St.	Mt. Pleasant	IA	52641
Iowa Western Comm. College	2700 College Rd.	Council Bluffs	IA	51502
Iowa Workforce Development	1801 E. Kimberly Road, Suite A	Davenport	IA	52807
Jackson State University	1400 John R. Lynch St.	Jackson	MS	39217
Iowa Works	1801-A E. Kimberly Road	Davenport	IA	52806
KDPS-FM	Central Campus 1800 Grand Ave.	Des Moines	IA	50309
Loras College	1450 Alta Vista Dr.	Dubuque	IA	52004
Lulac Club	P.O. Box 4616	Davenport	IA	52808
Luther College	700 College Dr.	Decorah	IA	52101
Martin Luther King Ctr.	630 9th St.	Rock Island	IL	61201
Messias Temple	308 East 14th St.	Davenport	IA	52803
Metro-Com Branch, NAACP	P.O. Box 3661	Davenport	IA	52808
Minorities in Broadcast Training Program	PO Box 212	Palos Verdes Estates	CA	90274
Mt. Olive Church of God	1020 N. Ripley Street	Davenport	IA	52803
Mt. Zion Baptist Church	15th St. & 6th Ave.	East Moline	IL	61244
NAACP	PO Box 3661	Davenport	IA	52808
NAACP Washington Bureau	1156 15th St.	Washington	DC	20005
NAB, Employment Clearing House	1771 N. St. NW	Washington	DC	20036
National Assc. of Black Journalists	110 Knights Hall, Suite 3100	College Park	MD	20742
National Assc. of Hispanic Journalists	1050 Connecticut Avenue NW 10th Floor	Washington	DC	20036
National Association of Black Engineers	205 Daingerfield Road	Alexandria	VA	22314
Northwestern University	630 Lincoln St.	Evanston	IL	60208
Native American Public Telecommunications	1800 North 33rd Street	Lincoln	NE	68503
Ohio & Illinois Center for Broadcasting	455 Eisenhower Lane South Suite 200	Lombard	IL	60148
Olivet Baptist Church	1115 21st Ave	Rock Island	IL	61201

Our Lady of Guadalupe	800 17th St.	Silvis	IL	61282
Partners in Job Training	1504 3rd Ave.	Rock Island	IL	61201
Pentocostal Church	537 West 15th St.	Davenport	IA	52803
Pentocostal Deliverance Church	636 Kirkwood Boulevard	Davenport	IA	52803
People's Missionary Baptist	553 23rd St.	Rock Island	IL	61201
Progressive Baptist Church	1302 East 12th At.	Davenport	IA	52803
Project Assist	311-1/2 21st St.	Rock Island	IL	61201
Project Now	418 19th St.	Rock Island	IL	61201
Safer Foundation (Dav)	1702 N. Main St	Davenport	IA	52803
Scott Community College	500 Belmont Road	Bettendorf	IA	52722
Second Baptist Church	919 6th Ave.	Rock Island	IL	61201
Simpson College	701 N C St.	Indianola	IA	50125
Southern Illinois University, Dept. of Radio/Television	1263 Lincoln Drive	Carbondale	IL	63901
Spanish Mennonite Church	613 Third St.	Moline	IL	61265
St. Ambrose University	518 W Locust St.	Davenport	IA	52803
Tabernacle Baptist Church	2601 15th St.	Moline	IL	61265
The Sedona Group	555 Valley View Dr.	Moline	IL	61265
Trinity Missionary Baptist Church	4321 5th Ave.	Moline	IL	61265
Truth Apostlic Temple	514 Brown St	Davenport	IA	52802
UNI-CUE	800 Sycamore St.	Waterloo	IA	50703
University of Dubuque	2000 University	Dubuque	IA	52001
University of Iowa, Communications Dept.	105 Becker Communications Bldg.	Iowa City	IA	52242
University of Missouri	130 Jesse Hall	Columbia	MO	65211
Vincennes University, Broadcasters Dept.	1002 N. 1st St.	Vicennes	IN	47591
Wartburg College	222 9th Street NW	Waverly	IA	50677
Western Illinois University Regional Center	3300 River Drive	Moline	IL	61265
Western Illinois University, Communications Dept.	1 University Circle	Macomb	IL	61455
William Pen University	201 Trueblood Ave.	Oskaloosa	IA	52577
WVIK FM, Augustana College	639 38th St.	Rock Island	IL	61201
Danielle L. DeMeyer	2714 5 1/2 Ave	Rock Island	IL	61201

LONG-TERM Recruitment Initiatives, Prong 3

Station WVIK has 5-10 full-time employees, and therefore required to engage in at least two (2) long-term EEO recruitment initiatives pursuant to Section 73.2080 (c)(2) of the FCC's rules.

1. Establishment of Training Program to Enable Station Personnel to Acquire Skills:

- Jared Johnson, Jay Pearce, Colleen Sibthorp, Amber Nowak, Autumn Loete, Pete Peterson, Michelle O'Neill, Herb Trix, Mindy Heusel, David Garner, Michael Wahlmann, and Megan Severson completed the Corporation for Public Broadcasting's "Preventing Harassment and Discrimination Gateway" online training September 30, 2021.
- Herb Trix attended the 135th Biannual INBA Convention in Peoria, Illinois May 6, 7, and 8, 2022.
- Autumn Loete, Amber Nowak, Jared Johnson, Mindy Heusel, Pete Peterson, Jay Pearce, Herb Trix, Michael Wahlmann, and Michelle O'Neill have completed Augustana College's "CoC: Data Security" online training May 7, 2022.

- Autumn Loete, Amber Nowak, Jared Johnson, Mindy Heusel, Pete Peterson, Jay Pearce, Herb Trix, Michael Wahlmann, and Michelle O'Neill have completed Augustana College's "Preventing Harassment and Discrimination: Non-Supervisors with Title IX/Clery Module" online training May 7, 2022.
 - Autumn Loete, Amber Nowak, Jared Johnson, Mindy Heusel, Pete Peterson, Jay Pearce, Herb Trix, Michael Wahlmann, and Michelle O'Neill have completed Augustana College's "FERPA Basics" online training May 7, 2022.
 - Autumn Loete, Jared Johnson, Amber Nowak and Michelle O'Neill participated in Greater Public's virtual Audience Development Summit webinar Tuesday April 26 and Wednesday April 27, 2022.
 - Jared Johnson attended the 2022 Public Radio Super-Regional meeting in Denver, Colorado on April 11 and 12, 2022.
 - Amber Nowak and Marc Zyla attended the Public Media Development and Marketing Conference 2022 in Chicago, Illinois July 19 – 21, 2022.
2. Establishment of an internship program to assist recent journalism graduates in acquiring broadcast employment skills:
- a. August 2021 through January 2022 – WVIK Newsroom Fellowship (5 Month Internship) Aaryan Balu - Provided direct exposure to broadcast journalism environment by offering paid internships for college students, or recent graduates, pursuing communications oriented coursework and careers. Administered by Herb Trix, News Director, and Jay Pearce, General Manager.
3. Establishment of an internship program to assist recent journalism graduates in acquiring broadcast employment skills:
- June 2022 through December 2022 – WVIK Newsroom Fellowship (6 Month Internship) Susanna Kemmerling - Provided direct exposure to broadcast journalism environment by offering paid internships for college students, or recent graduates, pursuing communications oriented coursework and careers. Administered by Herb Trix, News Director.



Jared Johnson, Station Manager

8/2/2023

Date