

WEEK
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi Media Journalist	1-3, 5, 9, 11-13, 15-18, 20-40, 42-44	31
News Producer	1-3, 5, 11-13, 15-18, 20-40, 42-44	31
Weekend Sports Anchor/MMJ	1-3, 5, 11-13, 15-18, 20-40, 42-44	30
Newscast Director	4, 6, 12	6
News Photographer	1-3, 5-6, 8, 11-13, 16-18, 20-40, 42-44	6
Anchor	1-3, 5, 7, 11-14, 16-18, 20-40, 42-44	14
Local Sales Assistant	1-3, 5, 7, 11-13, 16-18, 20-30, 32-40, 42-44	7
Morning News Anchor	1-3, 5, 7, 11-13, 16-18, 20-40, 42-44	7
Social Media and Digital Content Director	1-3, 5, 10-14, 16-18, 20-40, 42-44	31
Promotion Producer	1-3, 5, 10-14, 16-18, 20-40, 42-44	14
Newscast Director	1-3, 5, 10-14, 16-30, 32-44	14

WEEK
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bradley University Dept of Communications 1501 W Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2998 Url : http://www.bradley.edu Email : zohoori@bradley.edu Dr. Ali R Zohoori	N	0
2	Bradley University Smith Career Center 1501 W Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2510 Url : http://www.bradley.edu Email : lhinthorn@bradley.edu Lisa Hinthorn	N	0
3	Broadcast Employment Service PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Halloway	N	0
4	Call In	N	1
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Current Employee	N	3
7	Employee Referral	N	3
8	Former Employee	N	1
9	Heartland Community College 1500 W Raab Rd Normal, Illinois 61761 Phone : 309-268-8034 Url : http://www.heartland.edu Email : career.services@heartland.edu Pamela Westerdahl	N	0

WEEK
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Illinois Central College Placement Service One College Drive Room L-221 E Peoria, Illinois 61635 Phone : 309-694-5321 Url : http://www.icc.edu Email : dgries@icc.edu Dawn Gries	N	0
11	Illinois Media School 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Url : beonair.com Email : cjackson@beonair.com Carl Jackson	N	0
12	INDEED 7501 N Capital of TX Hwy Building B Austin, Texas 78731 Phone : 1-800-504-1675 Url : www.indeed.com Indeed Teem Manual Posting	N	3
13	Indiana Broadcasters Association 3003 E 98th St. Indianapolis, Indiana 46820 Email : indba@aol.com Gwen Piening	N	0
14	Internal Candidate	N	5
15	Kaplan University 4655 121st Street Urbandale, Iowa 50323 Email : lgelhaar@kaplan.edu Laurie Gelhaar	N	0
16	KBJR-TV 246 S. Lake Ave Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0

WEEK
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	KTIV-TV 2929 Signal Hill Drive Sioux City, Iowa 51108 Phone : 712-239-2621 Email : kclayton@ktiv.com Kathy Clayton	N	0
18	KTTC-TV 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
19	KVOA Television P.O. Box 4188 Tuscon, Arizona 85703 Phone : 5208844601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
20	KWWL-TV 500 E. Fourth St. Waterloo, Iowa 50703 Phone : 319-291-1200 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
21	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
22	Midstate College Placement Department 411 W Northmoor Rd Peoria, Illinois 61614 Phone : 309-692-4092 Url : http://www.midstate.edu Email : jgreenan@midstate.edu Jennie Greenan	N	0
23	Missouri School of Journalism 76G Gannett Hall Columbia, Missouri 65211 Email : collinsks@missouri.edu Barbara Willis	N	0

WEEK
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	NAB.org 1771 N Street NW Washington, District of Columbia 20036 Email : mduke@nab.org Michelle Duke	N	0
25	National Alliance of State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://www.careerpage.org Email : suzanstrong@nmba.org Suzan Strong	N	0
26	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Email : rfichter@njherald.com Robin Fichter	N	0
27	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Email : dclark@beonair.com Don Clark	N	0
28	Ohio School of Journalism Park Place & Court Street Athens, Ohio 45701 Email : foxr1@ohio.edu Becky Fox	N	0
29	Quincy Herald Whig 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-221-3307 Email : cbwilson@whig.com Christina Wilson	N	0
30	Quincy Media, Inc. 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley VanNess	N	1
31	Station Website	N	18

WEEK
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Mark Holloway Manual Posting	N	0
33	Valparaiso University 1700 Chapel Drive Valparaiso, Indiana 46383 Email : rusta.ault@valpo.edu Rusta Ault	N	0
34	WAOW-TV 1908 Grand Ave. Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Kelly Fuller	N	0
35	WBNG--TV 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7215 Email : cgarger@wbngtv.com Kate Garger	N	0
36	WGEM-TV 513 Hampshire Quincy, Illinois 62301 Phone : 800-728-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
37	Winona State University 110 Gildemeister P.O. Box 5838 Winona, Minnesota 55987 Email : career@winona.edu Vicki Decker	N	0
38	WKOW-TV 5727 Tokay Blvd. Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Bonnie Beer	N	0

WEEK
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	WPTA-TV 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
40	WREX-TV 10322 Auburn St. Rockford, Illinois 61103 Phone : 800-223-9739 Email : twesseln@wrex.com Theresa Wesseln	N	0
41	WSIL Television 1416 Country Aire Drive Centerville, Illinois 62918 Phone : 6189569184 Email : btanner@wsilv.com Bethany Tanner	N	0
42	WVVA-TV 3052 Big Laurel Highway Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Audrey Sluss	N	0
43	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
44	WXOW-WQOW TV PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Thersa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

WEEK
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/1/2018	Participation in other activities designed by the station employment unit	WEEK offers tours of the TV Station. We average at least one tour every other month over the course of the year. We offer tours of WEEK from 9am-5pm to educate and inform guests about the broadcast industry. The tour takes about an hour depending on how many questions people have. There is a maximum of 30 people in each tour.	4	Promotions Manager Assistant News Director Chief Meteorologist Chief Meteorologist
2	8/1/2018	Establishment of an intern program designed to assist members of the community	WEEK conducts a paid internship program called Quinternship. The purpose behind Quinternships is to offer students in the fields of journalism, broadcasting, communications and related fields the opportunity to gain hands on experience in broadcast television and digital platforms. Students who participate (Quinterns) will gain a variety of practical experience and an hourly wage. The company strives to offer these opportunities to a diverse group of interns. Each Quintern is assigned a mentor and has a "curriculum" for each position. Summer Program has 5 Quinterns. 3 in the Newsroom who have worked in the field and in the newsroom from 5/14 to present. 2 in the Creative services department working in the field and in the department producing promotions. One from 5/20 to present and one from 7/22/2019 to present. Our interns for the summer are from Illinois State University and Iowa State University.	2	News Director Creative Services Manager

WEEK
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	8/1/2018	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of August 6, 2018, all managers at the station were required to participate in a session entitled "Training For a Harassment Free Workplace-Manager Version." As of January 22, 2019, all employees were required to participate in a session entitled "Training for a Harassment Free Workplace - Employee Version." These courses require each employee to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided with training appropriate to their relative position.	9	General Manager General Sales Manager Promotions Manager News Director
4	8/6/2018	Establishment of training programs for station personnel	News Photographer Emily Ogden was given training for Drone Pilot Certification. She took her test on 8/6/2018 and passed and is now a certified Drone Pilot through the FAA. She has since been promoted to Creative Services Producer.	1	Creative Services Producer
5	9/5/2018	Establishment of training programs for station personnel	Lon Lucas attended a 4 day event at the Leadership Forum Kneeland Project in Austin Texas. The Kneeland Project focuses on learning about responsible journalism. Lon attended as a mentee.	1	News Director

WEEK
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	9/13/2018	Participation in Job Fairs	On September 13, 2018 WEEK Representatives Lon Lucas and Mariah Hart attended the 2018 Fall Career Fair at Bradley University in Peoria, IL.	2	News Directoe Assignment Editor
7	9/14/2018	Participation in other activities designed by the station employment unit	Lon Lucas, News Director attended the INBA Fall Convention. The convention teaches via a seminar more about the broadcasting industry as well as recruiting opportunities. Classes included IHSA and the upcoming channel. Lon also mentored college students on what news directors are looking for when hiring.	1	News Director
8	2/21/2019	Participation in Job Fairs	Peter Russel, Molly Jirasek and Mariah Hart attended the Spring job fair at Bradley University	3	General Sales Manager Assignment Editor Assistant News Director