

WEEK
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
HOI Morning Meteorologist	2-4, 6, 8-14, 17-20, 22-30, 32-41, 43	32
Multi Media Journalist	2-4, 6, 9-14, 17-20, 22-30, 32-41, 43	9
News Producer	2-4, 6, 9-14, 17-20, 22-30, 32-41, 43	13
News Anchor	1-4, 6-7, 9-14, 17-20, 22-30, 32-41, 43	1
News Anchor	1-4, 6-14, 17-20, 22-30, 32-41, 43	8
Electronics Technician	2-4, 6, 10-14, 17-20, 22-30, 32-41, 43	13
Account Executive	2-4, 6, 9-14, 16-20, 22-30, 32-41, 43	9
News Photojournalist	2-4, 6, 8, 10-14, 16-20, 22-43	8
Assignment Editor	2-4, 6, 8, 10, 12-14, 16-20, 22-43	8
News Director	2-4, 6-7, 10, 12-14, 16-20, 22-30, 32-43	7
Morning News Anchor	1-4, 6, 10, 12-14, 16-30, 32-43	1
Sales Assistant	2-4, 6, 8, 10, 12-14, 16-30, 32-43	8
Weekend Meteorologist	2-4, 6-7, 10, 12-14, 16-30, 32-43	7
Weekend Sports Anchor/MMJ	2-4, 6-7, 10, 12-14, 16-30, 32-43	7
Morning Executive Producer	2-4, 6, 8, 10, 12-14, 16-43	8
News Producer	2-8, 10, 12-43	5
News Producer	2-8, 10, 12-43	15
News Producer	2-8, 10, 12-43	8

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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
1	Agency Referral	N	6
2	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
3	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
4	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
5	Call In	N	1
6	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
7	Corporate Recruiter	N	15
8	Current Employee	N	7
9	Employee Referral	N	8
10	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

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11	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Email : acampion@aia.edu Ann Campion	N	0
12	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
13	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	7
14	Indiana Broadcasters Association 3003 E 98th St. Indianapolis, Indiana 46820 Email : indba@aol.com Gwen Piening	N	0
15	Internship Program	N	1
16	Kaplan University 4655 121st Street Urbandale, Iowa 50323 Email : lgelhaar@kaplan.edu Laurie Gelhaar	N	0
17	KBJR-TV 246 S. Lake Ave Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0
18	KTIV-TV 2929 Signal Hill Drive Sioux City, Iowa 51108 Phone : 712-239-2621 Email : kclayton@ktiv.com Kathy Clayton	N	0

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19	KTTC-TV 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	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
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

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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	0
31	Station Website	N	11
32	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Mark Holloway Manual Posting	N	1
33	Valparaiso University 1700 Chapel Drive Valparaiso, Indiana 46383 Email : rusta.ault@valpo.edu Rusta Ault	N	0

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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
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

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41	WVVA-TV 3052 Big Laurel Highway Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Audrey Sluss	N	0
42	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
43	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:			57

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/1/2017	Establishment of an intern program designed to assist members of the community	WEEK conducts a paid internship program called Quinternships. 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 variant 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 3 Quinterns. Two in the newsroom who worked in the field and in the news room from 5/24/2018 through present. One in the Creative Services department working in the field and in the department producing promotions for the station from 5/14/2018 through present.	2	Creative Services Manager News Director
2	12/1/2017	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 managers about non-discrimination, harassment, and followed by a quiz, which must be completed, Certificates of completion are maintained in personnel files of managers, These courses require each manager to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz.	9	General Manager General Sales Manager Engineering Manager Production Supervisor

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	12/1/2017	Establishment of training programs for station personnel	The Station's parent Quincy Media, Inc. has made available (on a mandatory basis) to the station a series of workplace training courses created by Kantola Training Solutions. These modules are intended to educate employees about harassment in the workplace. These courses require each employee to individually view an online presentation lasting approximately 20 minutes and answering a 10 question quiz.	75	various
4	12/8/2017	Establishment of training programs for station personnel	Our newly appointed Production Supervisor attended a one day seminar. The course was held by Pryor Learning Solutions and was called Making the Transition from Staff to Supervisor. This class helped with learning to be a manager and skills to manage people that he was peers with previously.	1	Production Supervisor
5	4/13/2018	Establishment of training programs for station personnel	Our sales assistant attended a one day seminar in Peoria, IL. The Class was titled Microsoft Excel 2007/2010: Beyond the Basics and was given by Pryor Learning Solutions.	1	Sales Assistant
6	6/13/2018	Provision of training to management	During two full days of meeting, June 13 & 14, 2018, convened by the station's parent company, station personnel with substantial responsibility in HR functions attended multiple sessions regarding a wide variety of employment issues including hiring practices, record keeping, practices in rehires, benefits and transition of employees from part-time to full-time and the FCC's EEO rules, These sessions were led and moderated by a combination of outside consultants, the Company's HR Director and outside legal counsel.	1	Admin/HR Manager

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7	6/26/2018	Establishment of training programs for station personnel	Our Production Supervisor went to Las Vegas to attend ProMaxbda: a global community of professionals passionately engaged in the marketing and promotion of television and video content. The 2018 ProMaxbda Station Summit was a four day critical gathering where network, station groups, syndicators and local broadcasters discussed, talked and debated the issues, trends and emerging business opportunities driving success.	1	Creative Services Manager