

**WEEK**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 - July 26, 2021**

**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
News Anchor Open Date: 4/23/2020 Hire Date: 9/8/2020	3-4, 6-7, 17, 19-22, 25-29, 32, 34-37, 41-42, 44-45, 47, 49, 54-59, 61-66	47
Newscast Director Open Date: 7/29/2020 Hire Date: 9/29/2020	3-4, 6-7, 17, 19-22, 25-29, 32, 35-37, 41-42, 44-45, 49, 54-66	45
Newscast Director Open Date: 7/29/2020 Hire Date: 8/3/2020	3-4, 6-7, 17, 19-22, 25-29, 32, 35-37, 41-42, 44-45, 49, 54-66	22
Weekend Anchor Open Date: 8/12/2020 Hire Date: 1/4/2021	3-4, 6-7, 17, 19-21, 25-30, 32, 35-37, 41-42, 44-46, 49, 54-59, 61-66	46
News Director Open Date: 9/3/2020 Hire Date: 12/2/2020	22, 24	24
Administrative & Human Resources Manager Open Date: 9/23/2020 Hire Date: 10/26/2020	3-4, 6-7, 17, 19-21, 25-29, 32, 35-37, 41-42, 44-45, 47, 49, 55-59, 61-66	47
Sports Director Open Date: 10/8/2020 Hire Date: 11/16/2020	3-4, 6-7, 17, 19-22, 25-29, 32, 35-37, 41-42, 44-45, 47, 49, 55-59, 61-66	47
Weekend Meteorologist Open Date: 11/11/2020 Hire Date: 5/7/2021	3-4, 6-7, 9, 13, 17-21, 25-29, 32, 35-37, 41-42, 44-45, 47, 49, 55-59, 61-66	47
Weekend Sports Anchor Open Date: 12/1/2020 Hire Date: 2/1/2021	3-4, 6-7, 17, 19-21, 25-29, 32, 35-37, 41-42, 44-45, 47, 49, 55-59, 61-66	47
Multi Media Journalist Open Date: 12/29/2020 Hire Date: 1/11/2021	3-4, 6-7, 9, 17-22, 25-29, 32, 35-37, 40- 42, 44-45, 49, 55-59, 61-66	45
Promotion Producer Open Date: 1/29/2021 Hire Date: 3/23/2021	3-7, 17, 19-22, 25-29, 32, 35-37, 41-42, 44-45, 49, 55-59, 61-66	4
General Manager Open Date: 2/1/2021 Hire Date: 2/1/2021	14	14
Videographer/Editor Open Date: 3/1/2021 Hire Date: 3/30/2021	3-4, 6-7, 13, 17, 19-21, 25-29, 32, 35- 37, 41-42, 44-45, 48-49, 55-59, 61-66	13
Sports Director Open Date: 3/1/2021 Hire Date: 3/8/2021	3-4, 6-7, 17, 19-22, 25-29, 32, 35-37, 41-42, 44-46, 48-49, 55-59, 61-66	22

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Evening News Anchor Open Date: 4/10/2021 Hire Date: 4/26/2021	3-4, 6-7, 9-10, 17-21, 25-29, 32, 35-37, 41-42, 44-45, 47, 49, 55-59, 61-66	10
Morning Meteorologist Open Date: 4/30/2021 Hire Date: 6/2/2021	3-4, 6-7, 13, 17-21, 25-29, 32, 35-37, 41-42, 44-47, 49, 55-59, 61-66	13
Multi Media Journalist Open Date: 5/22/2021 Hire Date: 7/15/2021	2-4, 6-8, 11, 15-21, 23, 25-29, 31-33, 35-39, 41-42, 45-47, 49-53, 55-59, 61- 66	46
Weekend Anchor Open Date: 6/1/2021 Hire Date: 6/21/2021	3-4, 6-7, 17-21, 23, 25-29, 32-33, 35- 37, 39, 41-42, 45-46, 49, 53, 55-59, 61- 64, 66	23
News Director Open Date: 6/14/2021 Hire Date: 7/12/2021	2-4, 6-8, 10-11, 15-21, 25-29, 31-33, 35 -39, 41-43, 45, 49-53, 55-59, 61-66	10
Weekend Meteorologist/MMJ Open Date: 6/16/2021 Hire Date: 7/15/2021	1-4, 6-8, 10-11, 15-21, 25-29, 31-33, 35 -39, 41-42, 45-46, 49-53, 55-59, 61-66	10
Receptionist Open Date: 6/29/2021 Hire Date: 7/15/2021	1-4, 6-8, 11, 15-21, 25-29, 31-33, 35- 39, 41-42, 45, 47, 49-53, 55-59, 61-66	1
Multi Media Journalist Open Date: 7/1/2021 Hire Date: 7/15/2021	2-4, 6-8, 11, 15-18, 20-21, 25-29, 31- 33, 35-39, 41-43, 45, 47, 49-53, 55-59, 61-64, 66	47
Master Control Operator Open Date: 7/1/2021 Hire Date: 7/15/2021	2-4, 6-8, 11-12, 15-21, 25-29, 31-33, 35 -39, 41-42, 45, 47, 49-53, 55-59, 61-66	47

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**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	Agency Referral	N	2
2	Blackhawk Technical College 6004 S County Rd G Janesville, Wisconsin 53546 Phone : (608) 758-6900 Url : <a href="https://www.blackhawk.edu/">https://www.blackhawk.edu/</a> Email : <a href="mailto:careercenter@blackhawk.edu">careercenter@blackhawk.edu</a> Alicia Acker	N	0
3	Bradley University Dept of Communications 1501 W Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2998 Url : <a href="http://www.bradley.edu">http://www.bradley.edu</a> Email : <a href="mailto:zohoori@bradley.edu">zohoori@bradley.edu</a> Dr. Ali R Zohoori	N	0
4	Bradley University Smith Career Center 1501 W Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2510 Url : <a href="http://www.bradley.edu">http://www.bradley.edu</a> Email : <a href="mailto:lhinthorn@bradley.edu">lhinthorn@bradley.edu</a> Lisa Hinthorn	N	1
5	Broadcast 1 Source Website	N	1
6	Broadcast Employment Service PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Halloway	N	0
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Columbia College Chicago 600 S Michigan Ave Chicago, Illinois 60605 Phone : (312) 369-1000 Url : <a href="https://www.colum.edu/">https://www.colum.edu/</a> Email : <a href="mailto:jhalperin@colum.edu">jhalperin@colum.edu</a> Jennifer Halperin	N	0
9	Corporate Recruiter	N	8
10	Current Employee	N	4
11	Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : (515) 271-2011 Url : <a href="https://www.drake.edu/">https://www.drake.edu/</a> Email : <a href="mailto:Kathleen.Richardson@drake.edu">Kathleen.Richardson@drake.edu</a> Kathleen Richardson	N	0
12	E-mail Inquiry	N	1
13	Employee Referral	N	3
14	Exigent Circumstances	N	1
15	Franklin College 101 Branigin Blvd Franklin, Indiana 46131 Url : <a href="https://franklincollege.edu/">https://franklincollege.edu/</a> Email : <a href="mailto:abarton@franklincollege.edu">abarton@franklincollege.edu</a> Ann Barton	N	0
16	Illinois Center for Broadcasting 210 S Clark Street Suite 1900 Chicago, Illinois 60603 Phone : (872) 241-1131 Url : <a href="https://beonair.com/locations/chicago/">https://beonair.com/locations/chicago/</a> Email : <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> C Jackson	N	0
17	Illinois Central College Placement Service One College Drive Room L-221 E Peoria, Illinois 61635 Phone : 309-694-5321 Url : <a href="http://www.icc.edu">http://www.icc.edu</a> Email : <a href="mailto:dgries@icc.edu">dgries@icc.edu</a> Dawn Gries	N	1

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18	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Email : acampion@aii.edu Ann Campion	N	0
19	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
20	INDEED 7501 N Capital of TX Hwy Building B Austin, Texas 78731 Phone : 1-800-504-1675 Url : www.indeed.com Indeed Team Manual Posting	N	0
21	Indiana Broadcasters Association 3003 E 98th St. Indianapolis, Indiana 46820 Email : indba@aol.com Gwen Piening	N	0
22	Internal Candidate	N	10
23	Internal Posting	N	3
24	Internet Ad	N	3
25	KBJR-TV 246 S. Lake Ave Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0
26	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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	KTTC-TV 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
28	KVOA Television P.O. Box 4188 Tuscon, Arizona 85703 Phone : 5208844601 Email : abetzhald@kvoa.com Angela Betzhald	N	0
29	KWWL-TV 500 E. Fourth St. Waterloo, Iowa 50703 Phone : 319-291-1200 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
30	Linked In	N	1
31	LSU School of Mass Communication Journalism Bldg Baton Rouge, Louisiana 70803 Phone : (225) 578-9295 Url : <a href="https://www.lsu.edu/manship/index.php">https://www.lsu.edu/manship/index.php</a> Email : msternb@lsu.edu Roxanne Dill	N	0
32	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Mark Shilstone	N	0
33	Medill School of Journalism Northwestern University 1845 Sheridan Road Ecanston, Illinois 60208 Phone : 8474671882 Email : consultant@northwestern.edu Consultant Consultant	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Midstate College Placement Department 411 W Northmoor Rd Peoria, Illinois 61614 Phone : 309-692-4092 Url : <a href="http://www.midstate.edu">http://www.midstate.edu</a> Email : <a href="mailto:jgreenan@midstate.edu">jgreenan@midstate.edu</a> Jennie Greenan	N	0
35	Missouri School of Journalism 76G Gannett Hall Columbia, Missouri 65211 Email : <a href="mailto:collinsks@missouri.edu">collinsks@missouri.edu</a> Barbara Willis	N	0
36	NAB.org 1771 N Street NW Washington, District of Columbia 20036 Email : <a href="mailto:mduke@nab.org">mduke@nab.org</a> Michelle Duke	N	0
37	National Alliance of State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Email : <a href="mailto:suzanstrong@nmba.org">suzanstrong@nmba.org</a> Suzan Strong	N	0
38	National Lesbian & Gay Journalists Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : (202) 588-9888 Url : <a href="https://www.nlgja.org/">https://www.nlgja.org/</a> Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Jen Christensen	N	0
39	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 800-424-3725 Email : <a href="mailto:circulation@njherald.com">circulation@njherald.com</a> Circulation Circulation	N	0
40	Non-Employee Referral	N	2
41	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Email : <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> Don Clark	N	0

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42	Ohio School of Journalism Park Place & Court Street Athens, Ohio 45701 Email : foxr1@ohio.edu Becky Fox	N	0
43	Other Source	N	4
44	Quincy Herald Whig 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-221-3307 Email : nstevens@whig.com Nicole Stevens	N	0
45	Quincy Media, Inc. 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley VanNess	N	11
46	Recruiter	N	8
47	Station Website	N	25
48	Station Website Posting (One or More SEU Stations)	N	7
49	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Url : https://www.tvjobs.com/ Mark Holloway Manual Posting	N	0
50	University of Colorado Boulder University of Colorado Boulder Boulder, Colorado 80309 Phone : 303-492-5480 Url : https://www.colorado.edu/ Email : Christine.Mahoney@Colorado.edu Christine Mahoney	N	0



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51	University of Iowa School of Journalism & Mass Communication E350E Adler Journalism Building (AJB) Iowa, Iowa 52242 Phone : 319-335-3427 Url : <a href="https://journalism.uiowa.edu/">https://journalism.uiowa.edu/</a> Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
52	University of Southern Indiana 8600 University Blvd Evansville, Indiana 47712 Phone : 812-464-1865 Url : <a href="https://www.usi.edu/">https://www.usi.edu/</a> Email : psdoerte@usi.edu Pamela Doerter	N	0
53	University of Wisconsin-Madison 1305 Linden Drive Suite 205 Madison, Wisconsin 53715 Phone : 608-263-2400 Email : student.employment@finaid.wisc.edu Job Posting Job Posting	N	0
54	Valparaiso University 1700 Chapel Drive Valparaiso, Indiana 46383 Email : rusta.ault@valpo.edu Rusta Ault	N	0
55	WAOW-TV 1908 Grand Ave. Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : kfuller@waow.com Kimberly Her	N	0
56	WBNG--TV 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7215 Email : cgarger@wbngtv.com Kate Garger	N	0

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57	WGEM-TV 513 Hampshire Quincy, Illinois 62301 Phone : 800-728-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
58	Winona State University 110 Gildemeister P.O. Box 5838 Winona, Minnesota 55987 Email : career@winona.edu Vicki Decker	N	0
59	WKOW-TV 5727 Tokay Blvd. Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Bonnie Beer	N	0
60	Word of Mouth Referral	N	1
61	WPTA-TV 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
62	WREX-TV 10322 Auburn St. Rockford, Illinois 61103 Phone : 800-223-9739 Email : twessel@wrex.com Theresa Wessel	N	0
63	WSIL Television 1416 Country Aire Drive Centerville, Illinois 62918 Phone : 6189569184 Email : btanner@wsiltelevision.com Bethany Tanner	N	0
64	WVVA-TV 3052 Big Laurel Highway Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Audrey Sluss	N	0

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65	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
66	WXOW-WQOW TV PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Thersa Wopat	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>97</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	8/24/2020	Participation in events or programs sponsored by educational institutions	WEEK's Creative Services producer taught the Wednesday evening Fall Semester communication 110 Public Speaking course at Illinois Central College, East Peoria, IL to enhance the students communication and presentation skills.	1	Denise Hagar Creative Services	0.25
2	10/1/2020	Participation in events or programs sponsored by educational institutions	WEEK's Main Evening Anchor taught at the Washington High School, Washington, IL on 10/1/2020 to the Journalism class to gain understanding of news generation & dissemination.	1	Donald Lopez Evening Anchor	0.25
3	11/5/2020	Provision of training to management	WEEK Admin & Human Resource Manager participated in a 4 week, intermittent training sessions led and moderated by the Company's management personnel. Training included a wide variety of Human Resource policies and procedures, Record Keeping, Payroll, Accounting, and Benefits. Also included FCC and EEO rules, regulations and postings.	1	Mary Shawgo Admin/HR Manager	1.00
4	1/12/2021	Participation in events or programs sponsored by educational institutions	WEEK's Chief Meteorologist conducted a ZOOM presentation on 1/12/21 to the Epic Learning Center participants. There was a weather presentation and basic meteorology and forecasting discussions were conducted.	1	Brian Walder Chief Meteorologist	0.25
5	2/1/2021	Participation in events or programs sponsored by educational institutions	WEEK's Main Evening Anchor taught at the Washington High School in Washington, IL on 2/1/21. He taught the Journalism class how to better understand news generation & dissemination.	1	Donald Lopez Main Evening Anchor	0.25
6	4/30/2021	Participation in events or programs sponsored by educational institutions	WEEK's Chief Meteorologist participated in a Science Day Event on 4/30/21 at Lettie Brown Elementary School in Morton, IL to multiple groups of students K-6.. He discussed the weather and how meteorologist observe and forecast the weather. He also conducted an experiment to show how wind is produced.	1	Brian Walder Chief Meteorologist	0.25

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7	5/19/2021	Participation in events or programs sponsored by educational institutions	WEEK's meteorologists travel to schools to teach meteorology on a monthly/semi monthly basis. On 5/19/21 Chief Meteorologist traveled to IVC Junior High School in Chillicothe and presented to the STEM students. They celebrated Earth Day in their outdoor classroom and he talked about weather, weather forecasting and climate change.	1	Chuck Collins Chief Meteorologist	0.25
8	Ongoing Event	Establishment of an intern program designed to assist members of the community	WEEK-TV offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communication and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital information. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of Interns. Each Quintern is assigned a mentor and there is curriculum for each position. During this reporting period, the station hosted 4 student internships during the Fall 2020 and Summer 2021. The Quinterns were from Taylor University, Illinois State University, and Millersville University.	4	Tim Campbell Creative Services Leon Hendricks News Director	1.00
9	6/28/2021	Sponsorship of events in the community designed to increase public awareness	WEEK's Main Evening Anchor went to South Side Missions on 6/28/21 and taught a class on broadcasting and what it takes to report, collect data, and produce news on television.	1	Donald Lopez Main Evening Anchor	0.50
10	6/29/2021	Sponsorship of events in the community designed to increase public awareness	WEEK's Main Morning Anchor went to South Side Missions on 6/29/21 and taught a class on broadcasting and what it takes to report, collect data, and produce news on television.	1	Luke Burdsall Main Morning Anchor	0.50

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11	Ongoing Event	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 online training courses created by Kantola Training Solutions. These modules are intended to educate managers and employees about Harassment and Diversity. Certificates of completion are maintained in employee files.	79	Station Manager  All Employees	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>5.50</b>