

**KWQC-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
National Sales Assistant	1-8, 10-56	22
Weather Anchor/Reporter 2017-13	1-8, 10-15, 17-21, 23-24, 26-56	17
Video Journalist/Producer 2018	1-8, 10-21, 23-24, 26-57	16
Promotions Producer	1-8, 10-15, 17-24, 26-57	31
Promotions & Brand Coordinator	1-8, 10-15, 17-24, 26-57	31
Production Supervisor	1-8, 10-15, 17-24, 26-57	31
Reporter/MMJ	1-8, 10-21, 23-24, 26-57	17
Digital Content Producer	1-8, 10-15, 17-21, 23-24, 26-57	17
Video Journalist/Producer 2018	1-15, 17-21, 23-24, 26-43, 45-57	17
Video Journalist/Producer 2018	1-2, 4-8, 10-15, 17-21, 23-24, 26-57	7
Video Journalist/Producer 2018	1-2, 4-15, 17-21, 23-24, 26-57	9
Sports Anchor/Reporter	1-8, 10-15, 17-21, 23-24, 26-57	17
Video Journalist/Producer	1-8, 10-15, 17-21, 23-24, 26-45, 47-57	17
Sports Anchor/Reporter	1-8, 10-15, 17-21, 23-24, 26-45, 47-57	17
Video Journalist/Producer	1-8, 10-15, 17-21, 23-24, 26-45, 47-57	17
Video Journalist/Producer	1-8, 10-15, 17-21, 23-24, 26-45, 47-57	17
Video Journalist/Producer	1-8, 10-21, 23-24, 26-45, 47-57	16

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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>
1	602 Communications Editor 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : jobs@602communications.com Sandra Lizik	N	0
2	AARP 3311 SW 9th St. #300 Des Moines, Iowa 50315 Phone : 515-287-1555 Email : pethompson@aarp.org Pamela Thompson	N	0
3	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7339 Email : lisaslater@augustana.edu Lisa Slater	N	0
4	Blackhawk College 6600 34th Avenue Moline, Illinois 61265 Phone : 309-796-5129 Email : storeyb@bhc.edu Bruce Storeyb	N	0
5	Bradley University 1501 W. Bradley Ave. Peoria, Illinois 61625 Phone : 309-677-2510 Email : kcdunn@bradley.edu Kimberly Dunn	N	0
6	Briar Cliff University 3303 Rebecca St. Sioux City, Iowa 51104 Phone : 712-279-5455 Email : joshua.cobbs@briarcliff.edu Joshua Cobbs	N	0
7	Broadcast Employment Services (Tvjobs.com) P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listing Manual Posting	N	1

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8	Brown Mackie College 2119 Kimberly Road Bettendorf, Iowa 52722 Phone : 563-344-1502 Email : jopp@brownmackie.edu Jennifer Opp-Jackson	Y	0
9	Career Fair	N	4
10	Carl Sandburg College Theatre 2400 Tom L. Wilson Blvd. Galesburg, Illinois 61401 Phone : 309-341-5287 Email : ssharp@sandburg.edu Susan Sharp	N	0
11	Central College 812 University St. Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0
12	Christian Family Care Center P.O. Box 4176 Rock Island, Illinois 61204 Phone : 309-788-2273 Email : khoughton@christiancareqc.org Kris Houghton	Y	0
13	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : dpatten@coe.edu Diana Patten	N	0
14	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0

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15	Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3142 Email : annette.watson@drake.edu Annette Watson	N	0
16	Employee Referral	N	5
17	Gray Television, Inc. 4370 Peachtree Road, NE Atlanta, Georgia 30319 Phone : 470-228-5429 Cynthia Crowder Manual Posting	N	23
18	IA Dept. of Human Rights Lucas State Office Bldg. Room 424 Des Moines, Iowa 50319 Phone : 515-242-5655 Email : kim.cheeks@iowa.gov Kim Cheeks	N	0
19	IA State University Morrill Road Ames, Iowa 50011 Phone : 515-294-9957 Email : julip@iastate.edu Juli Probasco-Sowers	N	0
20	Illinois Dept. of Employment Security 500 42nd Street, Suite 1 Rock Island, Illinois 61201 Phone : 309-794-3619 Email : jane.verplaetse@illinois.gov Jane E. Verplaetse	N	0
21	Illinois State 100 N. University St. Normal, Illinois 61761 Phone : 309-438-7780 Email : Rcarro3@ilstu.edu Bob Carroll	N	0
22	Indeed.com	N	6

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23	Iowa Broadcasters Assn. P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : sue@iowabroadcasters.com Sue Toma	N	0
24	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 515-576-0099 Email : kavanaugh@iowacentral.edu Jessica Kavanaugh	N	0
25	Iowa Wesleyan College 601 N. Main Street Mt. Pleasant, Iowa 52641 Phone : 515-231-2847 Email : jack.bruns@iw.edu Jack Bruns	N	0
26	Iowa Workforce Development 326 W. 4th Street #910 Davenport, Iowa 52803 Phone : 563-445-3200 X43313 Email : griselda.aguirre@iwd.iowa.gov Griselda Aguirre	N	0
27	Kaplan University 1801 E. Kimberly Rd. Davenport, Iowa 52807 Phone : 563-355-3500 Email : abowers@kaplan.edu Angie Bowers	N	0
28	Kaplan University 3165 Edgewood Parkway Cedar Rapids, Iowa 52404 Phone : 319-363-0481 Email : cdeahl@kaplan.edu Cindy Deahl	N	0
29	Kaplan University 7009 Nordic Dr. Cedar Falls, Iowa 50613 Phone : 319-277-0220 Email : kristin.cahill@kaplan.edu Kristin Cahill	N	0

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30	KDPS-FM Central Campus 1800 Grand Des Moines, Iowa 50309 Phone : 515-242-7723 Email : kirk.johnson@dmschools.org Kirk Johnson	N	0
31	KWQC-TV6 (internal) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7132 Joydene Koresko Manual Posting	N	3
32	KWQC-TV6 (website) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7160 Jeff Whitten Manual Posting	N	0
33	Loras College 1450 Alta Vista St. Dubuque, Iowa 52001 Phone : 563-588-7385 Email : craig.schaefer@loras.edu Craig Schaefer	N	0
34	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Lynn Ingvalson	N	0
35	Mayborn School of Journalism-University of North Texas W. Mulberry Street Denton, Texas 76201 Phone : 940-565-2205 Email : michelle.redmond@unt.edu Michelle Redmond	N	0
36	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	0

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37	Mid-States Technical 5000 Tremont Avenue #100d Davenport, Iowa 52807 Phone : 877-606-8765 Email : tom.moriarity@mstjob.com Tom Moriarity	Y	0
38	Monmouth College 700 E. Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monm.edu Jake McLean	N	0
39	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1212 Email : career@nwmissouri.edu Stacey Stokes	N	0
40	Northwestern University 630 Lincoln Street Evanston, Illinois 60208 Phone : 847-467-5718 Email : genevieve.harclerode@northwestern.edu Geni Harclerode	N	0
41	Partners in Job Training & Placement 500 42nd Street, Suite #4 Rock Island, Illinois 61201 Phone : 309-788-7587 Email : Jennifer.Marme-Lowery@AmericanJob.Center Jennifer Marme-Lowery	N	0
42	Robert Young Center, CSP 2200 3rd Avenue Rock Island, Illinois 61201 Phone : 309-779-2429 Email : Darcey.Sebolt@unitypoint.org Darcey Sebolt	N	0
43	S.I.U. 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Email : careerservices@siu.edu Career Services	N	0

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44	Scott Community College 500 Belmont Road Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
45	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6342 Email : mattesonkimberly@sau.edu Kimberly Mattson	N	0
46	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : kerresjohnnab@sau.edu Johanna Kerres	N	0
47	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-370-6665 Email : prestonann@sau.edu Ann Preston	N	0
48	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : schneiderdonaldl@sau.edu Donald L. Schneider	N	0
49	St. Cloud State University 720 4th Avenue S. St. Cloud, Minnesota 56301 Phone : 320-308-3294 Email : mlmills@stcloudstate.edu Mark Mills	N	0
50	Truman State University 100 E. Normal St. Kirksville, Missouri 63501 Phone : 660-785-4000 Email : pollym@truman.edu Polly Matteson	N	0



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51	U of I (School of Journalism & Mass Comm) 100 Adler Journalism Building Iowa City, Iowa 52442 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
52	University of Dubuque 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3000 Email : abaus@dbq.edu Amy Baus	N	0
53	University of Illinois 901 West Illinois Street Urbana, Illinois 61801 Phone : 217-333-1508 Email : jrhogue@illinois.edu Jessica Hogue	N	0
54	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8438 Email : penni.pier@wartburg.edu Penni Pier	N	0
55	Western IL University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-1838 Email : careers@wiu.edu Career Advisor	N	0
56	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-1045 Email : careerservices@wmpenn.edu Marsha Riordan	N	0
57	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

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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>
1	11/30/2017	Participation in events sponsored by community groups	KWQC Supervisor of Promotions, conducted a station tour for Cub Scout Pack 3250 for 10 boys and their parents - various ages. Tour consisted of touring the building and learning day to day operations. He also talked about his job and our website and what the other news employees do for their jobs.	1	Supervisor of Promotions
2	1/24/2018	Participation in events or programs sponsored by educational institutions	KWQC Meteorologist visited Rock Island High School for 2 hours talking to a total of 90 students ages 15-18 - grades 9th - 12th.. Topics covered were weather and education Also how he was able to attend college and advance in his career.	1	Meteorologist
3	2/24/2018	Participation in events sponsored by community groups	KWQC Meteorologist, visited First Presbyterian Church Youth Group for 2 hours. Those attending were grades 6th - 12th and approximately 60 attended. Topics covered were weather, education and life. Also discussed steps needed to become a meteorologist and ways to go to college without financial aid.	1	Meteorologist
4	3/7/2018	Participation in events or programs sponsored by educational institutions	KWQC Meteorologist visited North High School - Science Dept and spoke to 40 students ages 14-18 for 3 hours. Topics covered were earth science and meteorology. Discussed college requirements, how to prepare for college, and how civic projects help the community and their future.	1	Meteorologist
5	3/29/2018	Co Sponsoring Job Fair	KWQC co-sponsored with BlackHawk College a job fair for alumni and the community on Thursday, March 29, 2018 at Blackhawk College Campus. Over 100 vendors participated. Also handed out 2018 broadcast scholarship information along with information on all current posted job openings.	2	Office Manager Creative Service Dir.

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6	4/5/2018	Participation in events or programs sponsored by educational institutions	KWQC VP/GM and KWQC - Programming & Creative Service Manager visited Augustana College and talked for an hour to the Entertainment Media Class of 25 students ages 18-22. They discussed producing, PSA's, Promo's, and commercials. Also discussed education and all station positions in all departments including General Manager.	2	VP/General Manager Prgrm & Creative Svcs.
7	4/18/2018	Participation in events or programs sponsored by educational institutions	KWQC Anchor-Reporter, visited IL State University - School of Communication and talked with 75 students - ages 19-22. Topics covered were job searching, day-to-day operations of a TV newsroom, racial/gender balance, and covering tough issues.	1	Anchor/Reporter
8	5/4/2018	Participation in scholarship programs	KWQC awards scholarships each year to deserving students who will pursue a career in Journalism or another broadcast field. This year, KWQC awarded two \$1000 scholarships.	3	News Director Office Manager News Anchor
9	5/7/2018	Participation in events sponsored by community groups	KWQC Meteorologist visited Junior Achievement of The Heartland and talked with 10-20 people ages 40-50. Topics covered were what JA does for the community. He spoke about how heavily involved our weather team is with the youth - visiting schools and how JA helps the youth out too. Also spoke about his job and education.	1	Meteorologist
10	5/9/2018	Participation in events sponsored by community groups	KWQC Meteorologist, made an appearance at the Unity Point Health Cup. Eight people were in attendance ages 30-50. Topic covered was KWQC's involvement in the community. He spoke a little about his job.	1	Meteorologist
11	5/26/2018	Participation in events or programs sponsored by educational institutions	KWQC Meteorologist, a Bettendorf, IA High School recent graduate, job shadow him for 3 hours. Topics covered were meteorology, TV, and college. Also talked about the steps he took to become a meteorologist and classes to take when starting college.	1	Meteorologist

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12	8/8/2018	Provision of training to management	8-8-18 - Power Shift Project - a nation-wide initiative to improve the quality and future of journalism by improving the diversity, equity and culture of news organizations. The projects goal is Workplace Integrity, defined as environments free of harassment, discrimination and incivility. The seminar was attended by upper management personnel who participated in the 5 hour program.	10	VP/General Manager News Director General Sales Mgr. Chief Engineer
13	8/14/2018	Participation in Job Fairs	Attended the Quad-Cities Success Fair - A bridge to employment for Veterans, Civilians, Transitioning Soldiers & the community. Aug. 14, 2018 - 11AM-3:30PM held at St. Ambrose University - Rogalski Center, Davenport, IA. Distributed information on job openings for KWQC and also distributed information on job openings at our sister station KCRG in Cedar Rapids, IA.	2	Office Manager News Director
14	9/12/2018	Participation in events sponsored by community groups	KWQC Chief Meteorologist appeared for 1 hour on 9-12-18 at the Trinity Muscatine Friends Association meeting. 80 people ranging in ages of 40-70 attended. Topics covered were TV/Weather/himself and then there was questions and answers. Talked about his career, the education he received, the duties and jobs he has had and the places he has worked.	1	Chief Meteorologist