

**KWQC-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

**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>
Reporter/MMJ	1-10, 12, 14-15, 18-21, 24-29, 31-37, 40-46, 48-50, 52	14
Content Producer	1, 4-10, 15, 18-21, 24-27, 29, 31-34, 36 -37, 40-45, 48, 50	15
Sports Anchor/Reporter	1, 3-10, 12, 15, 17-21, 24-25, 27-31, 33 -34, 36-37, 40-45, 48, 50, 52	30
Technical Media Operator	1-10, 12, 14-15, 18-21, 24-25, 27-29, 31-34, 36-37, 40-45, 48, 50, 52	14
Local Account Executive	1, 4-10, 14-15, 18-22, 25, 27-29, 31, 33 -34, 36-37, 40-45, 48, 50, 52	14
Marketing Associate	1, 3-10, 15, 17-22, 24-25, 27-29, 31, 33 -34, 36-38, 40-45, 48, 50, 52	38
Reporter/MMJ	1, 3-10, 12, 14-15, 17-21, 24-29, 31-35, 40, 42-45, 48, 52	14
Reporter/MMJ	1, 3-10, 12, 14-15, 17-21, 24-29, 31-34, 36-37, 40, 42-45, 48, 52	14
Local Account Executive	1, 3-10, 15, 18-21, 24-25, 27-29, 31-34, 36-37, 40-44, 48, 50-52	51
News Director	1, 3-10, 15, 17-21, 23-29, 31, 33-34, 36 -37, 40-44, 48, 50, 52	23
Director of Special Events	1, 3-10, 13, 15, 17-21, 25-29, 31-34, 36 -37, 40-44, 48, 50, 52	13
Assignment Manager	1, 4-10, 15, 18-21, 23-29, 31-32, 34, 36 -37, 40-45, 48, 50, 52	23
Digital Director	4-10, 15, 18-21, 23-29, 31-32, 34, 36- 37, 40-44, 48, 50, 52	23
Associate Producer	1, 4, 6-10, 15, 17-18, 20, 25-27, 29, 34, 40, 42, 52	15
Weekend Content Producer	4-7, 10, 15, 17-18, 20, 26-27, 29, 34, 40, 42, 52	15
Local Account Executive	4-7, 10, 14-15, 17-18, 20, 25-29, 34, 39 -40, 42-43, 47, 52	39
Technical Media Operator	1, 4, 6-10, 15, 17-20, 22, 25-27, 29, 34, 39-40, 42, 52	22
Promotions Producer	3-4, 7-10, 15, 17-22, 25-29, 31-32, 34- 36, 39-40, 42-44, 50, 52	22
Promotions Producer	3-4, 7-10, 15, 17-22, 25-29, 31-32, 34- 36, 39-40, 42-44, 50, 52	22
Promotions Producer	3-4, 7-10, 15, 17-22, 25-29, 31-32, 34- 36, 39-40, 42-44, 50, 52	22

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Regional Account Representative	1, 4, 7-8, 10, 15-18, 20, 22, 26-27, 29, 34, 40, 42-44, 50, 52	16
Local Account Executive	1, 4, 6-10, 15, 17-20, 22, 26-27, 29, 34, 40, 42, 50, 52	15
Local Sales Manager	1, 4, 7-9, 11, 15, 17-18, 20, 26-27, 29, 34, 40, 42-44, 50, 52	11

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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	AARP 3311 SW 9th St. #300 Des Moines, Iowa 50315 Phone : 515-287-1555 Email : pethompson@aarp.org Pamela Thompson	N	0
2	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7339 Email : lisaslater@augustana.edu Lisa Slater	N	0
3	Bradley University 1501 W. Bradley Ave. Peoria, Illinois 61625 Phone : 309-677-2510 Email : kcdunn@bradley.edu Kimberly Dunn	N	0
4	Briar Cliff University 3303 Rebecca St. Sioux City, Iowa 51104 Phone : 712-279-5455 Email : joshua.cobbs@briarcliff.edu Joshua Cobbs	N	0
5	Broadcast Center 2360 Hampton Avenue St. Louis, Maine 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
6	Broadcast Employment Services (Tvjobs.com) P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : Email : admin@tvjobs.com Job Listing	N	0

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7	Brown Mackie / Ross College 2119 Kimberly Road Bettendorf, Iowa 52722 Phone : 563-344-1502 Email : je.jackson@rosseducation.edu Jennifer Opp-Jackson	Y	0
8	Carl Sandburg College Theatre 2400 Tom L. Wilson Blvd. Galesburg, Illinois 61401 Phone : 309-341-5287 Email : ssharp@sandburg.edu Susan Sharp	N	0
9	Central College 812 University St. Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
11	Current Employee/Internal Promotion	N	1
12	Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3142 Email : annette.watson@drake.edu Annette Watson	N	0
13	Employee Promotion	N	1
14	Employee Referral	N	7
15	Gray Television, Inc. Website - jobs also automatically posted to Indeed.com & CareerBuilder.com 4370 Peachtree Road, NE Atlanta, Georgia 30319 Phone : 470-225-5410 Shavonne Perry Manual Posting	N	14

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16	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	1
17	Handshake - Colleges & Universities 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7132 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> none none Manual Posting	N	1
18	IA Dept. of Human Rights Lucas State Office Bldg. Room 424 Des Moines, Iowa 50319 Phone : 515-242-5655 Email : <a href="mailto:kim.cheeks@iowa.gov">kim.cheeks@iowa.gov</a> Kim Cheeks	N	0
19	IA State University Morrill Road Ames, Iowa 50011 Phone : 515-294-9957 Email : <a href="mailto:julip@iastate.edu">julip@iastate.edu</a> 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 : <a href="mailto:jane.verplaetse@illinois.gov">jane.verplaetse@illinois.gov</a> Jane E. Verplaetse	N	0
21	Illinois State 100 N. University St. Normal, Illinois 61761 Phone : 309-438-7780 Email : <a href="mailto:Rcarro3@ilstu.edu">Rcarro3@ilstu.edu</a> Bob Carroll	N	0
22	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	15

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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>
23	Internal Candidate	N	4
24	Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	N	0
25	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 515-576-0099 Email : kavanaugh@iowacentral.edu Jessica Kavanaugh	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	KDPS-FM Central Campus 1800 Grand Des Moines, Iowa 50309 Phone : 515-242-7723 Email : kirk.johnson@dmschools.org Kirk Johnson	N	0
29	KWQC-TV6 (internal) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7132 Joydene Koresko Manual Posting	N	0
30	Linked In	N	1

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31	Loras College 1450 Alta Vista St. Dubuque, Iowa 52001 Phone : 563-588-7385 Email : craig.schaefer@loras.edu Craig Schaefer	N	0
32	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Lynn Ingvalson	N	0
33	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	0
34	Mid-States Technical 5000 Tremont Avenue #100d Davenport, Iowa 52807 Phone : 877-606-8765 Email : tom.moriarity@mstjob.com Tom Moriarity	Y	0
35	Monmouth College 700 E. Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monm.edu Jake McLean	N	0
36	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1212 Email : career@nwmissouri.edu Stacey Stokes	N	0
37	Northwestern University 630 Lincoln Street Evanston, Illinois 60208 Phone : 847-467-5718 Email : genevieve.harclerode@northwestern.edu Geni Harclerode	N	0

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38	On Air Recruitment Ad	N	1
39	Other Source	N	3
40	Robert Young Center, CSP 2200 3rd Avenue Rock Island, Illinois 61201 Phone : 309-779-2429 Email : Darcey.Sebolt@unitypoint.org Darcey Sebolt	N	0
41	S.I.U. 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Email : careerservices@siu.edu Career Services	N	0
42	Scott Community College 500 Belmont Road Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
43	St. Cloud State University 720 4th Avenue S. St. Cloud, Minnesota 56301 Phone : 320-308-3294 Email : mlmills@stcloudstate.edu Mark Mills	N	0
44	Truman State University 100 E. Normal St. Kirksville, Missouri 63501 Phone : 660-785-4000 Email : pollym@truman.edu Polly Matteson	N	0
45	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



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46	University of Dubuque 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3000 Email : abaus@dbq.edu Amy Baus	N	0
47	Unknown Referral Source	N	1
48	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8438 Email : penni.pier@wartburg.edu Penni Pier	N	0
49	Western IL University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-1838 Email : careers@wiu.edu Career Advisor	N	0
50	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-1045 Email : careerservices@wmpenn.edu Marsha Riordan	N	0
51	Word of Mouth Referral	N	2
52	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>52</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>
1	12/3/2021	Participation in events or programs sponsored by educational institutions	KWQC News Director and KWQC TMO attended Bettendorf High School to give a presentation of what their specific jobs entail. They discussed their specific jobs in Production - Master Control and the News Dept - management.	2	News Director Production - TMO
2	2/17/2022	Provision of training to management	Office Manager and Business Manager participated in a webinar for Gray Television presented by Joan Stewart of Wiley Rein, LLP on EEO rules	2	Office Manager Business Manager
3	3/10/2022	Participation in Job Fairs	Attended Southern Iowa Career Fair - 10AM=2PM at Indian Hills Community College, Main Campus, Hellyer Life Center, 525 Grandview Avenue, Ottumwa, IA and distributed information on open jobs at KWQC,	1	Business Manager
4	3/30/2022	Participation in events or programs sponsored by educational institutions	KWQC morning anchor visited a local high school and spoke to approximately 60 students ages 14-18 years old. Topics covered were news industry, challenges, and trends. Spoke about his education path and the usual/more common paths to get into the industry and about his career path leading up to the position he holds today as morning anchor.	1	Morning Anchor
5	4/27/2022	Participation in Job Fairs	KWQC Business Manager attended the Mount Mercy University Spring Career Center job fair to distribute career information on current job openings at KWQC along with KCRG and KYOU.	1	Business Manager
6	6/16/2022	Provision of training to management	Attended IBA Meeting on 6/16/22 in Des Moines, IA. EEO Seminar - How to Create an Inclusive Culture that will Attract a Diverse Workforce - attended by Creative Services Dept. Head.	1	Creative Service Manager
7	7/12/2022	Provision of training to management	KWQC Business Manager participated in the Iowa Broadcasters Association FCC EEO Rules Webinar that presented by Brooks Pierce Law Firm who lead the hour long webinar to help refresh participants on the FCC's EEO rules and help them stay up-to-date on the latest EEO developments.	1	Business Manager

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	<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>
8	8/9/2022	Participation in events or programs sponsored by educational institutions	KWQC News Director visited with a professor at a local college - discussing internships available at KWQC and other job opportunities for students.	1	News Director
9	9/8/2022	Participation in events or programs sponsored by educational institutions	KWQC News Director visited with (3) professors about available internships and job opportunities available to interested students.	1	News Director
10	9/22/2022	Participation in events or programs sponsored by educational institutions	KWQC News Director attended St. Ambrose University to talke with a group of 50 students ages 14-18 about how TV broadcast works. Also shared how TV news works and future opportunities for them to pursue in their future.	1	News Director