

**KWQC-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2014 - September 22, 2015**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sports Director - WQC-000018	1-20, 23-25, 27-49, 51-56, 58-61, 63-72, 74-79, 81-99	61
Sales Assistant - WQC-000026	1-13, 15-20, 23-25, 27-49, 51-61, 63-72, 74-79, 81-90, 92, 94-99	47
Video Photographer - WQC-000016	1-13, 15-20, 23-49, 51-61, 63-72, 74-79, 81-90, 92, 94-99	26
Meteorologist - WQC-000028	1-13, 15-20, 22-25, 27-49, 51-72, 74-79, 81-90, 92, 94-99	22
Associate Producer - WQC000029	1-13, 15-20, 23-49, 51-61, 63-72, 74-79, 81-90, 92, 94-99	26
Producer - WQC 000031	1-13, 15-20, 23-49, 51-61, 63-72, 74-79, 81-92, 94-99	91
Assistant Chief Engineer - WQC-000032	1-13, 15-20, 23-49, 51-61, 63-72, 74-79, 81-90, 92, 94-99	26
Meteorologist - WQC-000034	1-13, 15-20, 23-25, 27-49, 51-61, 63-72, 74-79, 81-90, 92, 94-99	61
Associate Producer - WQC-000035	1-13, 15-20, 23-49, 51-61, 63-72, 74-79, 81-90, 92, 94-99	61
Sales Assistant - WQC000036	1, 3-11, 13, 15-19, 21, 23-25, 27-36, 38-49, 51-61, 63-70, 72, 74-79, 81-88, 90, 92, 94-99	56
Video Photographer - WQC-000027	1, 3-11, 13, 15-19, 23-25, 27-36, 38-49, 51-61, 63-70, 72, 74-79, 81-88, 90, 92, 94-99	61
Video Journalist - WQC-000032	1, 3-11, 13, 15-19, 23-36, 38-49, 51-61, 63-70, 72, 74-79, 81-88, 90, 92, 94-99	61
Digital Advertising Executive - WQC000038	1, 3-11, 13, 15-19, 21, 23-36, 38-49, 51-61, 63-70, 72-79, 81-88, 90, 92, 94-99	73
Client Commercial Producer - WQC-000039	1, 6-11, 13, 15-19, 21, 25-26, 29, 33, 36, 38, 40-43, 46-47, 50-57, 59-61, 63-65, 72, 74-77, 79-85, 87-88, 90-92, 94, 96-99	91
News Producer - WQC-000040	1, 6-11, 13, 15-19, 25-26, 29, 33, 36, 38, 40-43, 46-47, 50-57, 59-61, 63-65, 72, 74-77, 79-85, 87-88, 90, 92, 94, 96-99	55
Video Journalist/Weekend Producer - WQC-000041	1, 6-11, 13, 15-19, 25-26, 29, 33, 36, 38, 40-43, 46-47, 50-57, 59-61, 63-65, 72, 74-77, 79-85, 87-88, 90, 92, 94, 96-99	55

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Digital Assignment Desk - WQC-000042	1, 6-11, 13, 15-19, 25-26, 29, 33, 36, 38, 40-43, 46-47, 50-57, 59-61, 63-65, 72, 74-77, 79-85, 87-88, 90, 92, 94, 96-99	26
Video Journalist - WQC000043	1, 6-11, 13, 15-19, 25, 33, 36, 38, 41-43, 46-47, 50-57, 59-61, 63-65, 72, 75-77, 79-81, 83-84, 87-88, 90, 92, 94, 96-99	56
Sports Reporter/Anchor - WQC000044	1, 6-11, 13, 15-19, 25-26, 29, 33, 36, 38, 41-43, 46-47, 50-57, 59-61, 63-65, 72, 74-77, 79-85, 87-88, 90, 92, 94, 96-99	26
Meteorologist-WQC000045	1, 6-11, 13, 15-19, 25, 29, 33, 36, 38, 40-43, 46-47, 50-57, 59-61, 64-65, 72, 74-77, 79-85, 87-88, 90-92, 94, 96-99	91
Video Photographer - WQC-000046	1, 6-11, 13, 15-19, 25, 29, 33, 36, 38, 40-43, 46-47, 50-57, 59-61, 63-65, 72, 74-77, 79-85, 87-88, 90, 92, 94, 96-99	56
Sales Assistant - WQC000047	1, 6-11, 13, 15-19, 25, 29, 33, 36, 38, 40-43, 46-47, 50-57, 59-61, 63-65, 72, 74-77, 79-85, 87-88, 90, 92, 94, 96-99	56
Sales Assistant - WQC000049	1, 6-11, 13, 15-19, 25, 29, 33, 36, 38, 40-43, 46-47, 50-57, 59-61, 63-65, 72, 74-77, 79-85, 87-88, 90, 92, 94, 96-99	56

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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	Affirmative Action Register 8356 Olive Blvd. St. Louis, Missouri 63132-2814 Phone : 515-287-1555 Career Center Manual Posting	N	0
3	AIB College of Business 2500 Bleur Drive Des Moines, Iowa 50321 Phone : 515-246-5342 Jane DeHaven Manual Posting	N	0
4	American Institute of Commerce 1801 E. Kimberly Road Davenport, Iowa 52807 Phone : 319-355-3500 Career Services Manual Posting	N	0
5	American Spanish Institute 2619 W. Armitage Chicago, Illinois 60647 Phone : 773-278-5130 Career Services Manual Posting	N	0
6	Ashford University 400 N. Bluff Blvd. Clinton, Iowa 52732 Phone : 563-242-4023 ext 7744 Email : kelly.franklin@ashford.edu Kelly Franklin	Y	0
7	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7470 Email : judycampos@augustana.edu Judy Campos	N	0

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8	Blackhawk College 6600 34th Avenue Moline, Illinois 61265 Phone : 309-796-5129 Email : storeyb@bhc.edu Bruce Storeyb	N	0
9	Bradley University 1501 W. Bradley Ave. Peoria, Illinois 61625 Phone : 309-677-2510 Email : kcdunn@bradley.edu Kimberly Dunn	N	0
10	Briar Cliff University 3303 Rebecca St. Sioux City, Iowa 51104 Phone : 712-279-5455 Email : joshua.cobbs@briarcliff.edu Joshua Cobbs	N	0
11	Broadcast Employment Services (Tvjobs.com) P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Job Listing Manual Posting	N	2
12	Brown College 1345 Mendota Heights Mendota Heights, Minnesota 55120 Phone : 651-905-3400 K. Baumeister Manual Posting	N	0
13	Brown Mackie College 2119 Kimberly Road Bettendorf, Iowa 52722 Phone : 563-344-1502 Email : jopp@brownmackie.edu Jennifer Opp-Jackson	Y	0
14	Careerbuilder.com 200 N. LaSalle, Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Job Postings Manual Posting	N	0

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15	Carl Sandburg College Theatre 2400 Tom L. Wilson Blvd. Galesburg, Illinois 61401 Phone : 309-341-5287 Email : ssharp@sandburg.edu Susan Sharp	N	0
16	Central College 812 University St. Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0
17	Christian Family Care Center P.O. Box 4176 Rock Island, Illinois 61204 Phone : 309-788-2273 Email : khoughton@christiancareqc.org Kris Houghton	Y	0
18	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : dpatten@coe.edu Diana Patten	N	0
19	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
20	Columbia College 600 S. Michigan Ave. Chicago, Illinois 60605 Phone : 312-369-1000 M. Green Manual Posting	N	0
21	Craigs List of the Quad Cities 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : <a href="http://quadcities.craigslist.org/sls/4988041148.ht">http://quadcities.craigslist.org/sls/4988041148.ht</a> Job Posting Manual Posting	N	0

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22	Current Employee/Internal Promotion	N	1
23	Dept. of Veterans Affairs 7105 Northwest 70th Avenue Johnston, Iowa 50131-1902 Phone : 515-727-3444 Robert C. King Manual Posting	N	0
24	DMAAC-Des Moines/Urbana Campus 1100 7th Street Des Moines, Iowa 50314 Phone : 515-244-4226 Amy Howell Manual Posting	N	0
25	Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3142 Email : annette.watson@drake.edu Annette Watson	N	0
26	Employee Referral	N	17
27	Franciscan University 400 N. Bluff Clinton, Iowa 52732 Phone : 800-242-4153 Ext. 3510 Heather Hilgendorf-Cooley Manual Posting	N	0
28	Goodwill 1410 S. 1st Avenue Iowa City, Iowa 52240 Phone : 866-466-7881 Career Services Manual Posting	N	0
29	Grand View University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2885 Email : careercounselor@grandview.edu Career Services	N	0

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30	Grinnell College 1115 8th Avenue Grinnell, Iowa 50112 Phone : 641-269-4000 Career Services Manual Posting	N	0
31	Hawkeye Community College 844 W. 4th Street Waterloo, Iowa 50702 Phone : 319-296-2320 Career Services Manual Posting	N	0
32	Hispanic News Media Association 1420 N. Street NW Washington, District of Columbia 20005 Phone : 888-975-1386 Career Services Manual Posting	N	0
33	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
34	IA Div. of Status of African Americans Lucas State Office Bldg. Des Moines, Iowa 50319 Phone : 515-281-3274 Kim Cheeks Manual Posting	N	0
35	IA Division on the Status of Women Lucas State Office Bldg. Des Moines, Iowa 50319 Phone : 515-281-4461 Ellen Failor Manual Posting	N	0
36	IA State University Morrill Road Ames, Iowa 50011 Phone : 515-294-9957 Email : julip@iastate.edu Juli Probasco-Sowers	N	0

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37	IL Center for Broadcasting 455 Eisenhower Lane S., 200 Lombard, Illinois 60148 Phone : 630-916-1700 Career Services Manual Posting	N	0
38	Illinois Dept. of Employment Security 1504 3rd Avenue #2 Rock Island, Illinois 61201 Phone : 309-794-3619 Email : jane.verplaetse@illinois.gov Jane E. Verplaetse	N	0
39	Illinois News Broadcasters Assn. c/o WIVM-FM News 1 University Circle Macomb, Illinois 61455 Phone : 309-298-1414 Bob Roberts Manual Posting	N	0
40	Illinois State 100 N. University St. Normal, Illinois 61761 Phone : 309-438-7780 Email : Rcarro3@ilstu.edu Bob Carroll	N	0
41	Indiana University School of Journalism Ernie Pyle Hall 200 Bloomington, Illinois 47405 Phone : 812-855-9247 Email : mdebnam@indiana.edu Marcia Debnam	N	0
42	Iowa Broadcasters Assn. P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : sue@iowabroadcasters.com Sue Toma	N	0
43	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 515-576-0099 Email : kavanaugh@iowacentral.edu Jessica Kavanaugh	N	0



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44	Iowa Division of Latino Affairs Lucas State Office Bldg. Des Moines, Iowa 50319 Phone : 515-281-4080 Liz Salinas-Newby Manual Posting	N	0
45	Iowa Lakes Community College 3200 Lakes Community College Emmetsburg, Iowa 50536 Phone : 712-362-0604 Diana Refsell Manual Posting	N	0
46	Iowa Wesleyan College 601 N. Main Street Mt. Pleasant, Iowa 52641 Phone : 319-385-8021 Email : amafra@iwc.edu Erin Mafra	N	0
47	Iowa Workforce Development 326 W. 4th Street #910 Davenport, Iowa 52803 Phone : 563-445-3200 X43310 Email : dolores.lisk@iwd.iowa.gov Dolores Lisk	N	1
48	Jackson State University 1400 John R. Lynch Street Jackson, Mississippi 39217-0280 Phone : 607-979-2477 Laverita Cottrell Manual Posting	N	0
49	Kaplan College 1801 E. Kimberly Rd. Davenport, Iowa 52807 Phone : 563-355-3500 Sally Zitlow Manual Posting	N	0
50	Kaplan University 1801 E. Kimberly Rd. Davenport, Iowa 52807 Phone : 563-355-3500 Email : sford2@kaplan.edu Stephanie Ford	N	0

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51	Kaplan University 3165 Edgewood Parkway Cedar Rapids, Iowa 52404 Phone : 319-363-0481 Email : christine.le@kaplan.edu Christine Le	N	0
52	Kaplan University 7009 Nordic Dr. Cedar Falls, Iowa 50613 Phone : 319-277-0220 Email : dafrideres@kaplan.edu Dani Frideres	N	0
53	KDPS-FM Central Campus 1800 Grand Des Moines, Iowa 50309 Phone : 515-242-7723 Email : kirk.johnson@dmschools.org Kirk Johnson	N	0
54	KRON4 1001 Van Ness Avenue San Francisco, California 94109 Phone : 415-441-4444 Email : wright@kron4.com May Wright	N	0
55	KWQC-TV6 (internal) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7132 Joydene Koresko Manual Posting	N	4
56	KWQC-TV6 (website) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7160 Jeff Whitten Manual Posting	N	26
57	Loras College 1450 Alta Vista St. Dubuque, Iowa 52001 Phone : 563-588-7385 Email : craig.schaefer@loras.edu Craig Schaefer	N	0

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58	Loras College 1450 Alta Vista Dr. Dubuque, Iowa 52004 Phone : 563-588-7922 Bobbi Martin Manual Posting	N	0
59	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Lynn Ingvalson	N	0
60	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
61	Media General, Inc. 1732 Valley View Drive Birmingham, Alabama 35209 Phone : 205-488-4135 Susan Ellenburg Manual Posting	N	20
62	Mediabistro.com 475 Park Avenue South, 4th FL New York, New York 100016 Phone : 212-389-2000 Job Postings Manual Posting	N	0
63	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : rich@medialine.com Rich Everitt	N	0
64	Mid-States Technical 5000 Tremont Avenue #100d Davenport, Iowa 52807 Phone : 877-606-8765 Email : tom.moriarity@mstjob.com Tom Moriarity	Y	0

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65	Monmouth College 700 E. Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monm.edu Stephanie Kinkaid	N	0
66	NAACP P.O. Box 3661 Davenport, Iowa 52806 Phone : 563-324-6347 Career Services Manual Posting	N	0
67	NAB, Employment Clearing House 1771 N. St. NW Washington, District of Columbia 20036 Phone : 202-429-5300 Hatim Hamer Manual Posting	N	0
68	Nat. Assn. of Hispanic Journalists 1050 Connecticut Ave., NW, Fl 10 Washington, District of Columbia 20036-5334 Phone : 202-662-7145 Marco Botero Manual Posting	N	0
69	National Assn. of Black Journalists 8701-A Adelphi Rd. Adelphi, Maryland 20783-1716 Phone : 301-445-7100 Duanne Crawley Manual Posting	N	0
70	National Association of Black Engineers 205 Daingerfield Road Alexandria, Virginia 22314 Phone : 703-549-2207 Mario Church II Manual Posting	N	0
71	Native American Public Telecommunications 1800 N. 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-8675 Career Services Manual Posting	N	0

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72	NIU 1425 W. Lincoln Hwy. DeKalb, Illinois 60115 Phone : 815-753-8886 Email : amay@niu.edu Allen May	Y	0
73	Non-Employee Referral	N	1
74	Northwestern University 630 Lincoln Street Evanston, Illinois 60208 Phone : 847-467-5718 Email : katie.farrington@northwestern.edu Katie Farrington	N	0
75	Quad Cities Jobs 401 East 8th Street #220 Sioux Falls, South Dakota 57103 Phone : 605-335-0350 Url : <a href="http://quadcitiesjobs.com/login">http://quadcitiesjobs.com/login</a> Scott Peterson Manual Posting	N	1
76	S.I.U. 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Email : mpurdy@siu.edu Matt Purdy	N	0
77	Scott Community College 500 Belmont Road Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
78	Southern Illinois University Dept. of Radio/Television Carbondale, Illinois 63901 Phone : 618-453-3266 Beverly Robins Manual Posting	N	0

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79	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6342 Email : mattesonkimberly@sau.edu Kimberly Mattson	N	0
80	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : kerresjohnnab@sau.edu Johanna Kerres	N	0
81	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-370-6665 Email : prestonann@sau.edu Ann Preston	N	0
82	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : schneiderdonaldl@sau.edu Donald L. Schneider	N	0
83	St. Cloud State University 720 4th Avenue S. St. Cloud, Minnesota 56301 Phone : 320-308-3294 Email : mlmills@stcloudstate.edu Mark Mills	N	0
84	Truman State University 100 E. Normal St. Kirksville, Missouri 63501 Phone : 660-785-4000 Email : pollym@truman.edu Polly Matteson	N	0
85	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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86	U of I (School of Journalism & Mass Comm) 100 Adler Journalism Bldg. Iowa City, Iowa 52442 Phone : 319-335-3427 David Perimuter Manual Posting	N	0
87	University of Dubuque 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3000 Email : abaus@dbq.edu Amy Baus	N	0
88	University of Illinois 901 West Illinois Street Urbana, Illinois 61801 Phone : 217-333-1508 Email : lholley@illinois.edu Lynn Holley	N	0
89	University of Missouri Tiger Avenue Columbia, Missouri 65211 Phone : 573-882-2121 Career Services Manual Posting	N	0
90	Vincennes University 1002 North First St. Vincennes, Indiana 47591 Phone : 812-888-4280 Email : rcoleman@vinu.edu Richard Coleman	N	0
91	Walk In/Self-Referral	N	6
92	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8438 Email : cliff.brockman@wartburg.edu Cliff Brockman	N	0

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93	WBAY 115 S. Jefferson St Green Bay, Wisconsin 54301 Phone : 920-438-3261 Melissa Feldman Manual Posting	N	0
94	Western IL University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-1838 Email : careers@wiu.edu Career Advisor	N	0
95	Western Illinois University Dept of Broadcasting Macomb, Illinois 61455 Phone : 309-298-2132 Sam Edsall Manual Posting	N	0
96	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-1045 Email : careerservices@wmpenn.edu Marsha Riordan	N	0
97	WKRN 441 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-369-7343 Email : lsnyder@wkrn.com Lewis Snyder	N	0
98	WLNS 2820 East Saginaw Lansing, Michigan 48912 Phone : 804-330-9726 Email : csullivan@wlns.com Cindy Sullivan	N	0
99	WRIC 301 Arboretum Place Richmond, Virginia 23236 Phone : 804-330-9726 Email : bkump@wric.com Brenda Kump	N	0



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<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>79</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	10/2/2014	Participation in events or programs sponsored by educational institutions	Marcia Lense, KWQC Anchor, met with two St. Ambrose University, Davenport, IA, students who were taking a required ethics class. They video-recorded their conversation and asked questions about how Marcia got into broadcasting, how her experience shaped her ethical views and what she seen changing in the future. She also discussed how and why she chose broadcasting as a career, which included her education. They also talked about their aspirations.	1	News Anchor/Reporter
2	11/18/2014	Establishment of an intern program designed to assist members of the community	KWQC sponsored intern from University of Iowa, Iowa City, IA. The student will receive 2 course credits for participating in our internship program for the News Dept. Student learned how to stack a newscast, write, shoot, and edit vos, vosots and pkgs. Student also followed reporters to see what they did in a day and then slowly helped them with making calls, shooting, editing and logging sound. Student also shot, wrote and edited own stories that were voiced by our anchors, and approved by other producers.	2	Executive Producer News Producer
3	11/26/2014	Establishment of an intern program designed to assist members of the community	KWQC sponsored an intern from St. Ambrose University, Davenport, IA majoring in Journalism, Radio & TV in our internship program. Intern received 3 course credits for participating in our internship program working in the News Dept. Learned how to stack a newscast, write, shoot, and edit vos, vosots and pkgs. Followed reporters to see what they did in a day and then slowly helped them with making calls, shooting, editing and logging sound. Also shot, wrote and edited his own stories that were voiced by our anchors, and approved by other	2	News Producer Executive Producer

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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>
4	12/2/2014	Establishment of an intern program designed to assist members of the community	KWQC sponsored an intern from St. Ambrose University, Davenport, IA majoring in Radio/TV. Intern received 3 course credits while interning in the Sports Dept. at KWQC. The intern learned all aspects of sportscasting - learned how to shoot, edit, produce, write, and report. Also assisted with logging games and gathering scores and information.	3	News Producer Executive Producer Sports Anchor
5	12/8/2014	Establishment of an intern program designed to assist members of the community	KWQC sponsored an intern from Western Illinois University of The Quad Cities, Moline, IL majoring in Communication. The intern earned 3 course credits while interning in the Sports Dept. at KWQC. During the internship learned all aspects of sportscasting - learned how to shoot, edit, produce, write, and report. Also assisted with logging games and gathering scores and information.	2	News Producer Executive Producer Sports Director
6	1/26/2015	Establishment of an intern program designed to assist members of the community	KWQC sponsored an intern from Ashford University, Clinton, IA majoring in English and minor in Communications. The intern earned 3 course credits while interning in the News Dept. Learned how to stack a newscast, write, shoot, and edit vos, vosots and pkgs. Also followed reporters to see what they did in a day and then slowly helped them with making calls, shooting, editing and logging sound. Shot, wrote and edited his own stories that were voiced by our anchors, and approved by other producers.	2	News Producer Executive Producer

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7	3/2/2015	Participation in events or programs sponsored by educational institutions	<p>News Anchor Marcia Lense spoke to a group of Western Illinois University, Macomb, IL freshman broadcasting class students.</p> <p>Age groups of 18-20 and 50 students.</p> <p>She covered her job duties with a focus on how websites and social media are used by broadcasters today.</p> <p>She explained how she arrived at her career choice while attending Western Illinois and what she needed to do to get a job after college. She also gave suggestions on how to choose the right career path and it is in broadcasting, what they need to know and do to succeed. Also discussed professionalism and ethics in reporting, posting, and using social media.</p>	1	News Anchor/Reporter
8	3/2/2015	Participation in events or programs sponsored by educational institutions	<p>Marcia Lense, KWQC Anchor visited a freshman broadcasting class at Western Illinois University, Macomb, IL with 50 students attending. She covered her job duties with a focus on how websites and social media are used by broadcasters today. She also explained how she arrived at her career choice while attending Western Illinois University and what she needed to do to get a job after college. Additionally she explained how she was able to move up and get promoted and how her duties have changed over the years. She also gave suggestions on how to choose the right career path and if it's in broadcasting, what they need to know and do to succeed. She also discussed professionalism and ethics in reporting, posting and using social media.</p>	1	Anchor/Reporter
9	3/18/2015	Participation in Job Fairs	<p>The Pro Fair held by St. Ambrose University on 3/18/15 was attended by Angie McClimon, Digital Sales Manager &amp; Joydene Koresko, Admin. Assistant. The time of the fair was 12-3P.</p>	2	Admin. Assistant Digital Sales Manager

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10	3/20/2015	Participation in events or programs sponsored by educational institutions	Erik Maitland, KWQC Meteorologist, conducted a Job Shadow with Elly Keck from Muscatine Central Middle School, Muscatine, IA. Elly spent 5 hours with Eric learning about a career in TV Meteorology / TV News / Weather. Erik also talked about Colleges, course of study, career areas of specialty and potential employment opportunities.	2	Meteorologist
11	3/25/2015	Participation in Job Fairs	KWQC participated in the Black Hawk College Job Fair on 3/25/15 from 10A - 2P and Angie McClimon, Digital Sales Manager and Joydene Koresko, Admin. Asst. represented KWQC-TV6.	2	Digital Sales Manager Admin. Assistant
12	3/27/2015	Establishment of an intern program designed to assist members of the community	KWQC sponsored an intern from Illinois State University, Normal, IL majoring in Broadcast Journalism and minor in Political Science in our internship program. Intern earned 3 course credits while interning in the News Dept. Learned how to stack a newscast, write, shoot, and edit vos, vosots and pkgs. Also followed reporters to see what they did in a day and then slowly helped them with making calls, shooting, editing and logging sound. Shot, wrote and edited his own stories that were voiced by our anchors, and approved by other producers.	2	News Producer Executive Producer
13	4/22/2015	Participation in Job Fairs	KWQC participated in a job fair held at Scott Community College, Bettendorf, IA. Angie McClimon, Digital Sales Manager and Joydene Koresko, Admin. Assistant both attended. Students attended the fair from 10A-1P.	2	Digital Sales Manager Admin. Assistant
14	5/27/2015	Provision of training to management	Susan O'Malley, Business Manager, attended the Media General 2015 BA Summit - May 27 & 28th, 2015 in Indianapolis, IN. for all Business Managers.	1	Business Manager

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15	6/4/2015	Establishment of an intern program designed to assist members of the community	Davenport, IA student. Student will receive 3 course credits for participating in our internship program for the News Dept. SKWQC sponsored an intern from St. Ambrose University. tudent learned how to stack a newscast, write, shoot, and edit vos, vosots and pkgs. Student also followed reporters to see what they did in a day and then slowly helped them with making calls, shooting, editing and logging sound. Student also shot, wrote and edited his own stories that were voiced by our anchors, and approved by other producers.	2	News Producer Executive Producer
16	6/22/2015	Establishment of an intern program designed to assist members of the community	KWQC sponsored an intern from Brigham Young University, Utah. Student will receive 4 course credits for participating in our internship program for the News Dept. Student learned how to stack a newscast, write, shoot, and edit vos, vosots and pkgs. Student also followed reporters to see what they did in a day and then slowly helped them with making calls, shooting, editing and logging sound. Student also shot, wrote and edited his own stories that were voiced by our anchors, and approved by other producers.	2	Executive Producer News Producer
17	7/1/2015	Participation in scholarship programs	KWQC awarded our 6th annual Broadcast Scholarship to (2) students each for \$1000. The scholarship was open to all area high school seniors planning to major in broadcast journalism. KWQC administers this scholarship program in cooperation with the high schools and KWQC has meaningful involvement in the program. Winners were Hannah Rodriguez-Rock Island High school, Rock Island, IL and Jordan Allen-Assumption High School, Davenport, IA.	3	News Director Business Manager Administrative Assistant

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18	8/21/2015	Participation in Job Fairs	Job Fair held on 8-21-15 and sponsored by IL Congresswoman Cheri Bustos and IL Dept. of Employment Security and held at Black Hawk College Gymnasium, Moline, IL 61265 9-10A Veteran Preview Hour and 10A-1P open to public	2	Administrative Assistant General Sales Manager
19	8/24/2015	Establishment of an intern program designed to assist members of the community	KWQC-TV6 sponsored an intern from Western Illinois University of the Quad Cities, Moline, IL., as a Sports Intern in the Sports Dept. from August 24, 2015 through Dec. 11, 2015. Student received 6 course credits from the college. During internship student learned all aspects of sportscasting - learned how to shoot, edit, produce, write, and report. Also assisted with logging games and gathering scores and information.	3	Sports Anchor Executive Producer News Producer
20	8/28/2015	Participation in events or programs sponsored by educational institutions	Mareah Adolphs, News Producer, Rich Kurz, News Director, and Jennifer Janda, Executive Producer conducted a station tour for 16 students from Loras College - Media Studies Majors ages 18-23. The tour was from 9AM-12:30PM. Topics covered were social, media, website, newsgather techniques, interviews, stories, how to be a VJ, stories we look for, producing, directing, and anchoring. They talked to the Loras College students about their careers, about what they look for when interviewing potential hires, the value of internships, how to create a social media presence that will be an asset to young people going into a journalism career. We also had anchors and reporters speak to the students about their day-to-day jobs, why they entered the field of journalism and the challenges faced in this career.	3	News Director Executive Producer News Producer

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21	9/2/2015	Provision of training to management	Susan O'Malley, Business Manager, and Joydene Koresko, Administrative Assistant participated in a webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	2	Business Manager Administrative Assistant
22	9/22/2015	Participation in Job Fairs	KWQC-TV6 participated in the Profair Jobs/Internships held on 9-22-15 at Augustana College, Pepsico Center. This fair is held by St. Ambrose University & Augustana Colleges with this job fair being held at the Augustana campus for all of their students and alumni.	2	Administrative Asst. Digital Sales Manager