

KWQC-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Content Producer	1-11, 13, 16-26, 28-30, 32-38, 40-43, 45-53, 55	21
Weather Anchor	1-11, 13, 16-26, 28-38, 40-43, 45-53, 55	21
Reporter	1-11, 13-14, 16-20, 22-26, 28-30, 32- 38, 40-43, 45-53, 55	14
Reporter	1-11, 13-14, 16-20, 22-26, 28-30, 32- 38, 40-42, 45-53, 55	14
Reporter	1-11, 13, 16-20, 22-26, 28-30, 32-38, 40-42, 45-53, 55	16
Sales Assistant	1-11, 13, 16-21, 23-25, 28-30, 32-38, 40-42, 45-53, 55	21
Sales Assistant	1-11, 13, 16-21, 23-25, 28-30, 32-38, 40-42, 45-55	54
Digital Content Producer	1-11, 13, 16-20, 23-25, 28-30, 32-38, 40-42, 45-55	54
Content Producer	1-11, 13, 16-20, 23-25, 28-29, 32-38, 40-42, 45-55	54
Executive Producer	1-13, 16-20, 23-25, 28-30, 32-38, 40- 42, 45-53, 55	12
Assistant News Director	1-13, 16-20, 23-25, 28-30, 32-38, 40- 42, 45-53, 55	12
Local Account Executive	1-11, 13, 16-21, 23-25, 27-29, 32-38, 40-42, 45-55	54
Reporter	1-11, 13, 16-20, 22-26, 28-30, 32-42, 44-55	54
Reporter	1-11, 13, 15-20, 23-25, 28-29, 32-38, 40-42, 45-53, 55	15
Digital Content Producer	1-11, 13, 16-21, 23-25, 28-29, 32-42, 45-53, 55	21
Account Representative	1-11, 13-14, 16-20, 23-25, 28, 32-38, 40-42, 45-53, 55	14

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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	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	Brown Mackie / Ross College 2119 Kimberly Road Bettendorf, Iowa 52722 Phone : 563-344-1502 Email : je.jackson@rosseducation.edu Jennifer Opp-Jackson	Y	0

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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	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : dpatten@coe.edu Diana Patten	N	0
11	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
12	Current Employee/Internal Promotion	N	2
13	Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3142 Email : annette.watson@drake.edu Annette Watson	N	0
14	Employee Referral	N	3
15	Former Employee	N	1
16	Gray Television, Inc. Website & all jobs are also automatically posted to Indeed.com 4370 Peachtree Road, NE Atlanta, Georgia 30319 Phone : 470-225-5410 Shavonne Perry Manual Posting	N	1

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17	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
18	IA State University Morrill Road Ames, Iowa 50011 Phone : 515-294-9957 Email : julip@iastate.edu Juli Probasco-Sowers	N	0
19	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
20	Illinois State 100 N. University St. Normal, Illinois 61761 Phone : 309-438-7780 Email : Rcarro3@ilstu.edu Bob Carroll	N	0
21	Indeed.com	N	8
22	Iowa Broadcasters Assn. P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : sue@iowabroadcasters.com Sue Toma	N	0
23	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 515-576-0099 Email : kavanaugh@iowacentral.edu Jessica Kavanaugh	N	0
24	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

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25	Kaplan University 1801 E. Kimberly Rd. Davenport, Iowa 52807 Phone : 563-355-3500 Email : abowers@kaplan.edu Angie Bowers	N	0
26	Kaplan University 3165 Edgewood Parkway Cedar Rapids, Iowa 52404 Phone : 319-363-0481 Email : cdeahl@kaplan.edu Cindy Deahl	N	0
27	Kaplan University 7009 Nordic Dr. Cedar Falls, Iowa 50613 Phone : 319-277-0220 Email : kristin.cahill@kaplan.edu Kristin Cahill	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	KWQC-TV6 (website) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7160 Jeff Whitten Manual Posting	N	0
31	Linked In	N	1
32	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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33	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Lynn Ingvalson	N	0
34	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	0
35	Mid-States Technical 5000 Tremont Avenue #100d Davenport, Iowa 52807 Phone : 877-606-8765 Email : tom.moriarity@mstjob.com Tom Moriarity	Y	0
36	Monmouth College 700 E. Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monm.edu Jake McLean	N	0
37	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1212 Email : career@nwmissouri.edu Stacey Stokes	N	0
38	Northwestern University 630 Lincoln Street Evanston, Illinois 60208 Phone : 847-467-5718 Email : genevieve.harclerode@northwestern.edu Geni Harclerode	N	0
39	Other Source	N	2
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

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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. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6342 Email : mattesonkimberly@sau.edu Kimberly Mattson	N	0
44	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : kerresjohnnab@sau.edu Johanna Kerres	N	0
45	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-370-6665 Email : prestonann@sau.edu Ann Preston	N	0
46	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : schneiderdonaldl@sau.edu Donald L. Schneider	N	0
47	St. Cloud State University 720 4th Avenue S. St. Cloud, Minnesota 56301 Phone : 320-308-3294 Email : mlmills@stcloudstate.edu Mark Mills	N	0

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48	Truman State University 100 E. Normal St. Kirksville, Missouri 63501 Phone : 660-785-4000 Email : pollym@truman.edu Polly Matteson	N	0
49	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
50	University of Dubuque 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3000 Email : abaus@dbq.edu Amy Baus	N	0
51	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8438 Email : penni.pier@wartburg.edu Penni Pier	N	0
52	Western IL University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-1838 Email : careers@wiu.edu Career Advisor	N	0
53	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-1045 Email : careerservices@wmpenn.edu Marsha Riordan	N	0
54	Word of Mouth Referral	N	6

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55	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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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	6/22/2020	Participation in events or programs sponsored by educational institutions	KWQC General Manager participated in a 4H Youth Conference and their theme was "Standing Together, One World, One Crisis". Our GM told how 4H had influenced her personal and professional life and well as her thoughts on the theme of the conference. There were 50 -60 members of Drama Company, Communication Team, Art Team and Wisconsin Leaders Council, plus the adults that support those groups.	1	VP / GM
2	7/1/2020	Provision of training to management	Dept. Heads and Supervisors participated in the Undoing Racism book study with Black Pearl Coaching - Becky David. This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about workplace racism and how it may have affected their lives in the past and present.	10	VP/GM Office Manager News Director Business Manager
3	7/8/2020	Provision of training to management	Dept. Heads and Supervisors participated in the Undoing Racism book study with Black Pearl Coaching - Becky David. This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about the subjects - You and White Privilege, You and White Fragility, You and Tone Policing, You and White Silence, You and White Superiority, and You and White Exceptionalism.	10	VP / GM Office Manager News Director Business Manager

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4	7/14/2020	Provision of training to management	<p>Dept. Heads and Supervisors participated in the Undoing Racism book study with Black Pearl Coaching - Becky David.</p> <p>This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about the subjects - You and Colorblindness, You and Anti-Blackness Against Black Women, You and Anti-Blackness Against Black Men, You and Anti-Blackness Against Black Children, You and Racist Stereotypes, and You and Cultural Appropriation.</p>	10	VP / GM Office Manager News Director Business Manager
5	7/22/2020	Provision of training to management	<p>Dept. Heads and Supervisors participated in the Undoing Racism book study with Black Pearl Coaching - Becky David.</p> <p>This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about the subjects - You and White Apathy, You and White Centering, You and Tokenism, You and White Saviorism, You and Optical Allyship, and You and Being Called Out/Called In.</p>	10	VP / GM Office Manager News Director Business Manager

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6	7/29/2020	Provision of training to management	Dept. Heads and Supervisors participated in the Undoing Racism book study with Black Pearl Coaching - Becky David. This study is to assist and educate our management team about racism in todays world and to help them become better managers and supervisors for our staff. This meeting enabled each manager and supervisor to discuss their thoughts about the subjects - You and White Feminism, You and White Leaders, You and Your Friends, You and Your Family, You and Your Values, and You and Losing Privilege.	10	VP / GM Office Manager News Director Business Manager
7	8/19/2020	Provision of training to management	Dept. Heads and VP/General Manager participated in a workshop with a local counselor on how to handle work related stress, personal stress, and problems that it could cause with working during this very stressful time with Covid virus and other stressful situations. Information was given on how to help our employees deal with the stress and to recognize possible problem areas in the workplace and how to handle them in a positive and productive way for all employees.	8	VP/GM Business Manager Office Manager General Sales Manager
8	9/30/2020	Participation in Job Fairs	KWQC, KCRG, and KYOU participated in the IOWA Works Drive Thru Job Career Fair on Sept. 30th from 11AM - 1PM. The goal of the drive-thru career fair was to help local businesses promote current job openings in a safe, efficient, and unique manner. Iowa Works passed out copies of current job postings to interested job seekers who were able to stay in their cars and were handed a bag of job lead information.	2	Office Manager Business Manager