

KWQC-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 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
Content Producer	1-6, 8-14, 17-21, 24-40, 43-50, 52	29
Investigative Reporter	1-6, 8-14, 17-21, 24-28, 30-36, 38-44, 46, 48, 50, 52	17
Digital Anchor/Reporter	1-6, 8-14, 17-21, 24-36, 38-42, 44, 46- 48, 50, 52	29
Content Producer	1-6, 8-14, 17-21, 24-28, 30-36, 38-44, 46-52	51
Local Account Executive	1-6, 8-14, 16-21, 24-36, 39-44, 46-50, 52	16
Digital Content Producer	1-6, 8-11, 13-14, 17-22, 24-28, 30-36, 38-44, 46-50, 52	17
Technical Media Operator	1-6, 8-11, 13-14, 17-21, 24-28, 30-36, 38-44, 46-50, 52	17
Reporter/MMJ	1-3, 5-6, 8-11, 13-14, 17-21, 24-28, 30- 36, 38-44, 46-50, 52	17
Special Events Coordinator	2-3, 5-6, 8-11, 13-14, 16-21, 24-28, 30- 44, 46-50, 52	16
Reporter/MMJ	2-3, 5-6, 8-11, 13-14, 17-21, 24-28, 30- 36, 38-44, 46-50, 52	17
Digital News Director	2-3, 5-11, 13-15, 17-21, 23-24, 26-28, 30-36, 38-40, 43-44, 46-50, 52	15

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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	Broadcast Center 2360 Hampton Avenue St. Louis, Maine 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0

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8	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
9	Brown Mackie / Ross College 2119 Kimberly Road Bettendorf, Iowa 52722 Phone : 563-344-1502 Email : je.jackson@rosseducation.edu Jennifer Opp-Jackson	Y	0
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	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : dpatten@coe.edu Diana Patten	N	0
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3142 Email : annette.watson@drake.edu Annette Watson	N	0

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15	Employee Promotion	N	1
16	Employee Referral	N	3
17	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	13
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	Internal Candidate	N	1
23	Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	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
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 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
26	Kaplan University 1801 E. Kimberly Rd. Davenport, Iowa 52807 Phone : 563-355-3500 Email : abowers@kaplan.edu Angie Bowers	N	0
27	KDPS-FM Central Campus 1800 Grand Des Moines, Iowa 50309 Phone : 515-242-7723 Email : kirk.johnson@dmschools.org Kirk Johnson	N	0
28	KWQC-TV6 (internal) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7132 Joydene Koresko Manual Posting	N	0
29	Linked In	N	4
30	Loras College 1450 Alta Vista St. Dubuque, Iowa 52001 Phone : 563-588-7385 Email : craig.schaefer@loras.edu Craig Schaefer	N	0
31	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Lynn Ingvalson	N	0

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32	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	0
33	Mid-States Technical 5000 Tremont Avenue #100d Davenport, Iowa 52807 Phone : 877-606-8765 Email : tom.moriarity@mstjob.com Tom Moriarity	Y	0
34	Monmouth College 700 E. Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monm.edu Jake McLean	N	0
35	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1212 Email : career@nwmissouri.edu Stacey Stokes	N	0
36	Northwestern University 630 Lincoln Street Evanston, Illinois 60208 Phone : 847-467-5718 Email : genevieve.harclerode@northwestern.edu Geni Harclerode	N	0
37	Other Source	N	2
38	Robert Young Center, CSP 2200 3rd Avenue Rock Island, Illinois 61201 Phone : 309-779-2429 Email : Darcey.Sebolt@unitypoint.org Darcey Sebolt	N	0
39	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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40	Scott Community College 500 Belmont Road Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
41	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-370-6665 Email : prestonann@sau.edu Ann Preston	N	0
42	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : schneiderdonaldl@sau.edu Donald L. Schneider	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	Twitter	N	1
46	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
47	University of Dubuque 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3000 Email : abaus@dbq.edu Amy Baus	N	0

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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	1
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			26

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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	10/14/2020	Participation in Job Fairs	Iowa Works held a drive thru job fair event at Clinton, IA 11am-1pm in the former Ashford University Call Center parking lot for the entire Community to participate in. KWQC - Davenport, IA, KCRG - Cedar Rapids, IA and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All participants were able to stay in their cars while they picked up current job postings from all participating vendors.	2	Office Manager Business Manager
2	10/20/2020	Participation in Job Fairs	Iowa Works held a drive thru job fair event at DeWitt, IA 4-6pm in the Travel Mart Parking Lot for the entire Community to participate in. KWQC - Davenport, IA, KCRG - Cedar Rapids, IA and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All participants were able to stay in their cars as they picked up copies of all current job postings submitted by participating vendors.	2	Office Manager Business Manager
3	10/22/2020	Participation in Job Fairs	Quad-Cities Success Fair held a drive thru job fair event at the Rock Island Arsenal Memorial Field on Thursday, October 22nd 8:30-11:30am for Veterans, Civilians, Transitioning Soldiers and the entire Community. KWQC - Davenport, IA, KCRG - Cedar Rapids, IA and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All of the participants were able to stay in their cars as they picked up copies of all current job postings from participating vendors.	2	Office Manager Business Manager
4	11/19/2020	Provision of training to management	Participated in a training webinar presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC. All current EEO procedures were covered to insure that all FCC procedures are followed.	1	Office Manager

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5	12/14/2020	Provision of training to management	Participated in a training course for Sexual Anti-Harassment in the workplace and received a completion certificate.	4	Office Manager VP/General Manager News Director Operations Manager
6	2/10/2021	Participation in events or programs sponsored by educational institutions	On Feb. 10, 2021 one of our Sports Anchors participated with an area high school "black voices matter classes". It was a club started several years ago and they were inspired by the anchor when they saw a video of him talking about racial disparities on television. They asked him to visit their class to ask some questions and hear about his challenges, experiences, etc. 12-14 High School students attended. Topics covered were racial disparities, life, overcoming challenges, personal experiences etc.	1	Sports Anchor
7	2/22/2021	Participation in events or programs sponsored by educational institutions	On 2-22-21 one of our anchors participated in a 30 minute Zoom interview with an area college - Western Illinois University Dept. of Broadcasting - Alumni podcast. All ages could access the video posted on the college website. Our anchor discussed her career in broadcasting and was asked advice from the students. Also the anchor talked about her education, career, and other careers in TV broadcasting.	1	Anchor
8	4/21/2021	Participation in Job Fairs	Iowa Works - Jackson County held a drive thru job fair event on Wednesday, April 21st from 4:00PM to 6:00PM for the Mississippi Valley Workforce Area Community. KWQC - Davenport, IA, KCRG - Cedar Rapids, IA and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All of the participants were able to stay in their cars as they picked up copies of all current job postings from participating vendors.	2	Office Manager Business Manager

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9	4/26/2021	Participation in Job Fairs	Iowa Works - Eldridge-North Scott Chamber held a drive thru job fair event on Monday, April 26th from 4:00PM to 6:00PM for the Mississippi Valley Workforce Area Community. KWQC - Davenport, IA, KCRG - Cedar Rapids, IA and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All of the participants were able to stay in their cars as they picked up copies of all current job postings from participating vendors.	2	Office Manager Business Manager
10	5/14/2021	Participation in events or programs sponsored by educational institutions	5/14/21 Our KWQC Meteorologist spoke at Winola Elementary School, Viola, IL to (20) 4th graders about a career in broadcast meteorology and what a typical day entails. Talked about education needed for a career in this field, and how the schedules can change.	1	Meteorologist
11	5/25/2021	Participation in Job Fairs	Iowa Works - Clinton Regional Development held a drive thru job fair event on Tuesday, May 25th from 11AM - 1PM for the Mississippi Valley Workforce Area Community at Deanna's Java Hut - 1938 Lincoln Way, Clinton, IA. KWQC - Davenport, IA, KCRG - Cedar Rapids, IA and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All of the participants were able to stay in their cars as they picked up copies of all current job postings from participating vendors.	1	Office Manager

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12	5/25/2021	Participation in Job Fairs	Iowa Works - DeWitt Chamber held a drive thru job fair event on Tuesday, May 25th from 4PM - 6PM for the Mississippi Valley Work force Area Community at DeWitt Travel Mart - 630 S. 6th Avenue, DeWitt, IA. KWQC - Davenport, IA, KCRG - Cedar Rapids, IA and KYOU - Ottumwa, IA participated by submitting copies of all of their current job openings available at their stations. All of the participants were able to stay in their cars as they picked up copies of all current job postings from participating vendors.	1	Office Manager
13	6/17/2021	Provision of training to management	Our GM participated in the IBA Virtual Annual Convention and attended the Management Session EEO for 2021 that was presented during the Convention.	1	VP & General Manager
14	6/30/2021	Participation in Job Fairs	Participated in the Iowa Works Davenport, IA Job Fair that was held in the Iowa Works Parking Lot at 1801 E. Kimberly Road, Davenport, IA. It was a drive through event where applicants would drive up and pick up a package of informational sheets from area businesses with job posting information.	1	Office Manager