

**KWQC-TV**  
**EEO PUBLIC FILE REPORT**  
**January 17, 2017 - September 30, 2017**

**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>
Video Photographer - WQC-000083	1-16, 18-60	36
Video Journalist - WQC-000077	1-6, 8-16, 18-60	36
News Producer - WQC-000085	1-6, 8-16, 18-60	36
News Producer - WQC-000084	1-6, 8-16, 18-60	36
News Producer - Gray #1	1-6, 8-16, 18-26, 28-60	36
(2) Video Editor's - #3 & #4	1-6, 8-16, 18-60	31
(2) Video Editor's - #3 & #4	1-6, 8-16, 18-60	31
Video Photographer - 2017-5	1-6, 8-35, 37-60	17
News Director - 2017-6	1-6, 8-35, 37-56, 58-60	31
News Producer - 2017-7	1-6, 8-35, 37-56, 58-60	31
Video Photographer - 2017-8	1-6, 8-35, 37-56, 58-60	17
Video Journalist - 2017-9	1-6, 8-35, 37-56, 58-60	17

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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 : lisalater@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 Education Association 1771 N. Street, NW Washington, District of Columbia 20036-2891 Phone : 202-602-0584 Url : <a href="http://www.beaweb.org/wp/">http://www.beaweb.org/wp/</a> Heather Birks Manual Posting	N	0

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8	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	0
9	Brown Mackie College 2119 Kimberly Road Bettendorf, Iowa 52722 Phone : 563-344-1502 Email : <a href="mailto:jopp@brownmackie.edu">jopp@brownmackie.edu</a> Jennifer Opp-Jackson	Y	0
10	Carl Sandburg College Theatre 2400 Tom L. Wilson Blvd. Galesburg, Illinois 61401 Phone : 309-341-5287 Email : <a href="mailto:ssharp@sandburg.edu">ssharp@sandburg.edu</a> Susan Sharp	N	0
11	Central College 812 University St. Pella, Iowa 50219 Phone : 641-628-5271 Email : <a href="mailto:kitzmanp@central.edu">kitzmanp@central.edu</a> Pat Joachim Kitzman	N	0
12	Christian Family Care Center P.O. Box 4176 Rock Island, Illinois 61204 Phone : 309-788-2273 Email : <a href="mailto:khoughton@christiancareqc.org">khoughton@christiancareqc.org</a> Kris Houghton	Y	0
13	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : <a href="mailto:dpatten@coe.edu">dpatten@coe.edu</a> Diana Patten	N	0
14	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> 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	Grand View University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2885 Email : careercounselor@grandview.edu Career Services	N	0
17	Gray Television, Inc. 4370 Peachtree Road, NE Atlanta, Georgia 30319 Phone : 470-228-5429 Cynthia Crowder Manual Posting	N	5
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

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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>
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 Wesleyan College 601 N. Main Street Mt. Pleasant, Iowa 52641 Phone : 515-231-2847 Email : jack.bruns@iw.edu Jack Bruns	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 : sford2@kaplan.edu Stephanie Ford	N	0
27	Kaplan University 3165 Edgewood Parkway Cedar Rapids, Iowa 52404 Phone : 319-363-0481 Email : cdeahl@kaplan.edu Cindy Deahl	N	0
28	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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29	KDPS-FM Central Campus 1800 Grand Des Moines, Iowa 50309 Phone : 515-242-7723 Email : kirk.johnson@dmschools.org Kirk Johnson	N	0
30	KRON4 1001 Van Ness Avenue San Francisco, California 94109 Phone : 415-441-4444 Email : wright@kron4.com May Wright	N	0
31	KWQC-TV6 (internal) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7132 Joydene Koresko Manual Posting	N	5
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

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36	Media General, Inc. 1732 Valley View Drive Birmingham, Alabama 35209 Phone : 205-488-4135 Susan Ellenburg	N	15
37	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : rich@medialine.com Rich Everitt	N	0
38	Mid-States Technical 5000 Tremont Avenue #100d Davenport, Iowa 52807 Phone : 877-606-8765 Email : tom.moriarity@mstjob.com Tom Moriarity	Y	0
39	Monmouth College 700 E. Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monm.edu Jake McLean	N	0
40	NIU 1425 W. Lincoln Hwy. DeKalb, Illinois 60115 Phone : 815-753-8886 Email : amay@niu.edu Allen May	Y	0
41	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1212 Email : career@nwmissouri.edu Stacey Stokes	N	0
42	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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43	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
44	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	0
45	Robert Young Center, CSP 2200 3rd Avenue Rock Island, Illinois 61201 Phone : 309-779-2429 Email : Darcey.Sebolt@unitypoint.org Darcey Sebolt	N	0
46	S.I.U. 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Email : careerservices@siu.edu Career Services	N	0
47	Scott Community College 500 Belmont Road Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
48	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6342 Email : mattesonkimberly@sau.edu Kimberly Mattson	N	0
49	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : kerresjohnnab@sau.edu Johanna Kerres	N	0



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50	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-370-6665 Email : prestonann@sau.edu Ann Preston	N	0
51	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : schneiderdonaldl@sau.edu Donald L. Schneider	N	0
52	St. Cloud State University 720 4th Avenue S. St. Cloud, Minnesota 56301 Phone : 320-308-3294 Email : mlmills@stcloudstate.edu Mark Mills	N	0
53	Truman State University 100 E. Normal St. Kirksville, Missouri 63501 Phone : 660-785-4000 Email : pollym@truman.edu Polly Matteson	N	0
54	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
55	University of Dubuque 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3000 Email : abaus@dbq.edu Amy Baus	N	0
56	University of Illinois 901 West Illinois Street Urbana, Illinois 61801 Phone : 217-333-1508 Email : jrhogue@illinois.edu Jessica Hogue	N	0

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57	Vincennes University 1002 North First St. Vincennes, Indiana 47591 Phone : 812-888-4280 Email : career&employer@vinu.edu Career Services	N	0
58	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8438 Email : cliff.brockman@wartburg.edu Cliff Brockman	N	0
59	Western IL University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-1838 Email : careers@wiu.edu Career Advisor	N	0
60	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-1045 Email : careerservices@wmpenn.edu Marsha Riordan	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>25</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	2/7/2017	Participation in events or programs sponsored by educational institutions	A Senior from Rock Island High School, Rock Island, IL., job shadowed Jennifer Janda, Executive Producer for 3-1/2 hours. During this time education and possible careers in broadcast news was discussed. Also discussed the college that Jennifer attended to receive her degree in Communications and also about other good journalism schools locally and good ways to get experience with internships.	1	Executive Producer
2	2/23/2017	Participation in events sponsored by community groups	Jennifer Janda, Executive Producer, conducted a station tour for a high school - New London Tiger TV Class - 13 students ranging in age from 14-18 attended. Topics covered were careers in news, technology and ethics. The importance of getting a degree in journalism and ways to get experience in a newsroom.	1	Executive Producer
3	3/22/2017	Participation in Job Fairs	Job Fair held at St. Ambrose University, Davenport, IA on 3/22/17 and was attended by Ryan Beintema, Creative Service Director, and Joydene Koresko, Admin. Asst. Students from St. Ambrose University and Augustana College, Rock Island, IL and their alumni attended the job fair with interest in internships and open positions.	2	Creative Service Dir. Administrative Assistant
4	3/23/2017	Provision of training to management	Participated in Webinar for Gray Television Station on FCC's Equal Employment Opportunity Rules presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television on 3/23/2017.	1	Administrative Asst.
5	3/24/2017	Participation in events or programs sponsored by educational institutions	Samantha Cihak, Creative Services Promotion Producer, appeared at the college she graduated from (Loras College) to speak to a Broadcast Journalism class about her job as a promotions producer, what she does daily, how she found the job, and her education and classes she took. 24 students attended for 2 hours - ages 18-22.	1	Promotions Producer

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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>
6	3/29/2017	Co Sponsoring Job Fair	KWQC along with Dispatch/Argus Newspaper co-sponsored with Black Hawk College a job fair for students and the general public and was held at Black Hawk College, Moline, IL. Ryan Beintema, KWQC Creative Service Director and Joydene Koresko, KWQC Administrative Assistant attended.	2	Creative Service Dir. Administrative Asst.
7	4/14/2017	Provision of training to management	KWQC hiring managers and HR representative participated in a Webinar for "People Matter Training" to learn about searching for applicants, reviewing applications & resumes, setting up filters, shortcuts to know, notifications and setting up the mobile application.	4	General Sales Mgr. Chief Engineer Creative Service Dir. Digital Sales Mgr.
8	6/6/2017	Participation in scholarship programs	KWQC awarded our 8th annual Broadcast Scholarships to (2) students each for \$1000. The scholarship was open to all area high school seniors planning to major in broadcast journalism and any current college students majoring in broadcast journalism. KWQC administers this scholarship program in cooperation with the high schools and colleges in our viewing area and KWQC has meaningful involvement in the program. Winners were a graduating Senior from Central DeWitt H.gh School, DeWitt, IA and a college student attending University of Dubuque, Dubuque, IA	3	Acctg./HR News Director VP / General Manager
9	8/3/2017	Establishment of an intern program designed to assist members of the community	KWQC had (4) Interns from area colleges from May 2017 through August 2017. Colleges the interns attended were University of Iowa, Iowa City, IA and St. Ambrose University, Davenport, IA. All interns earned credit hours towards their degrees in broadcast journalism. They learned all aspects of working in a News Dept. during their internships.	3	News Director Executive Producer Producer

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10	8/17/2017	Participation in Job Fairs	KWQC had a booth at the Veteran & Community Employment Fair held at the National Guard Armory, Davenport, IA on Thursday, August 17, 2017 with Veterans Only from 12-2PM and then open to the community 2-4PM. Veterans and the general public attended the fair in search of possible employment and/or internships available. The fair was attended by Joydene Koresko, Acct./HR, Ryan Beintema, Creative Service Director, and Stephanie Hedrick, News Director.	3	Acctg./HR Creative Service Dir. News Director