

**KWQC-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**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	1-5, 7-9, 13-14, 16-19, 21-26, 28, 30-33, 35	14
Primary Anchor / Producer	1, 4-7, 10, 13, 15-16, 20, 23, 26, 28, 31-33, 36	10
Weekday Morning Anchor/Producer	4-9, 12-15, 18, 20, 26, 28, 30-31, 36	12
Digital Content Producer	2, 4-7, 13-16, 18, 20, 23, 26, 28, 31, 35-36	14
Reporter/MMJ	4-7, 13-16, 18, 20, 23, 26, 28, 31, 35-36	14
Content Producer	2, 4-7, 12-16, 18, 20-21, 23, 26, 28, 31, 35-36	12
Meteorologist - Weekend	2, 4-7, 13-16, 18, 20, 23, 26, 28, 31, 35-36	14
Local Account Executive	1, 4-7, 13-16, 18, 20, 23, 26, 28, 31, 35-36	20
Technical Media Operator	2, 5-7, 12-16, 18, 20, 23, 26-28, 31, 34	12
Weekday Morning Producer	2, 4-7, 13-16, 18, 20, 23, 26-28, 31, 36	13
Reporter/MMJ	4-9, 12-16, 18, 20, 23, 26, 28, 31-32, 36	14
Reporter/MMJ	4-9, 12-16, 18, 20, 23, 26, 28, 31-32, 36	12
Reporter/MMJ	4-9, 12-16, 18, 20, 23, 26, 28, 31-32, 36	12
Weekend Anchor/Producer	4-6, 13-15, 20-21, 23, 26, 28, 31	14
Content News Producer	4-6, 12-15, 18, 20-21, 23, 26, 28	12
Weekday Morning Reporter/Fill-in Anchor	4-8, 13-16, 18, 20, 23, 26, 28, 31	14
VIDEO MARKETING SPECIALIST - KWQC	4-7, 12, 14-16, 18, 20, 23, 26, 28-29, 31, 36	20
NEWS PHOTOGRAPHER - KWQC	4-8, 11, 14, 16, 18, 20-21, 23, 26, 28, 36	11

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	Briar Cliff University 3303 Rebecca St. Sioux City, Iowa 51104 Phone : 712-279-5455 Email : joshua.cobbs@briarcliff.edu Joshua Cobbs	N	0
3	Broadcast Center 2360 Hampton Avenue St. Louis, Maine 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
4	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
5	Brown Mackie / Ross College 2119 Kimberly Road Bettendorf, Iowa 52722 Phone : 563-344-1502 Email : je.jackson@rosseducation.edu Jennifer Opp-Jackson	Y	0
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
7	Carl Sandburg College Theatre 2400 Tom L. Wilson Blvd. Galesburg, Illinois 61401 Phone : 309-341-5287 Email : ssharp@sandburg.edu Susan Sharp	N	0

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8	Central College 812 University St. Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
10	Current Employee	N	3
11	Current Employee - Transfer/Promotion	N	1
12	Employee Referral	N	9
13	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	1
14	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	12
15	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	0

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16	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
17	IA State University Morrill Road Ames, Iowa 50011 Phone : 515-294-9957 Email : julip@iastate.edu Juli Probasco-Sowers	N	0
18	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
19	Illinois State 100 N. University St. Normal, Illinois 61761 Phone : 309-438-7780 Email : Rcarro3@ilstu.edu Bob Carroll	N	0
20	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	7
21	Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	N	0
22	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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23	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
24	Kaplan University 1801 E. Kimberly Rd. Davenport, Iowa 52807 Phone : 563-355-3500 Email : abowers@kaplan.edu Angie Bowers	N	0
25	KDPS-FM Central Campus 1800 Grand Des Moines, Iowa 50309 Phone : 515-242-7723 Email : kirk.johnson@dmschools.org Kirk Johnson	N	0
26	KWQC-TV6 (internal) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7132 Joydene Koresko Manual Posting	N	0
27	Linked In - Not Directly Contacted by SEU	N	2
28	Mid-States Technical 5000 Tremont Avenue #100d Davenport, Iowa 52807 Phone : 877-606-8765 Email : tom.moriarity@mstjob.com Tom Moriarity	Y	0
29	Other Source	N	1
30	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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31	Scott Community College 500 Belmont Road Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
32	St. Cloud State University 720 4th Avenue S. St. Cloud, Minnesota 56301 Phone : 320-308-3294 Email : mlmills@stcloudstate.edu Mark Mills	N	0
33	Truman State University 100 E. Normal St. Kirksville, Missouri 63501 Phone : 660-785-4000 Email : pollym@truman.edu Polly Matteson	N	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	3
35	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8438 Email : penni.pier@wartburg.edu Penni Pier	N	0
36	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>39</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	10/1/2022	Establishment of an intern program designed to assist members of the community	Starting in Fall of 2022 through the beginning of Fall of 2023 KWQC had (1) intern in Production - learning about all of the job duties and responsibilities of a Technical Media Operator. (7) Interns worked in our News Dept. learning all of the job duties of reporting the News.	4	Operations Manager News Director Assignment Manager Executive Producer
2	10/3/2022	Participation in other activities designed by the station employment unit	An interested possible applicant wanted to visit the station and shadow a member of the News Staff so they could see what working in the news dept. was like. Our Executive Producer took her on a tour and showed her the day-to-day operations of the newsroom from 1pm to 5:30pm.	1	Executive Producer
3	11/4/2022	Participation in events or programs sponsored by educational institutions	KWQC Executive Producer attended University of Northern Iowa College and spoke with 30 students about News coverage and on-air presence. She also talked about her career, education, and insight into the newsroom.	1	Executive Producer
4	2/4/2023	Participation in events sponsored by organizations representing the community	KWQC News Director conducted a station tour for a local Boy Scout Troup. She discussed how a newsroom works, how the studio works, and how master control operates. She mentioned to them if they are interested in broadcast, take writing courses, work on high school newspapers and yearbook and make sure they participate in an internship during college.	1	News Director
5	2/9/2023	Participation in events or programs sponsored by educational institutions	KWQC Executive Producer via Zoom talked with 15 students at University of Northern IA - Cedar Falls, IA. She talked about her role at KWQC, Word of TV news and job advice. She also talked about her education and career in TV news before and during time at KWQC. Explained what they can expect in the "real world" of TV news once graduated.	1	Executive Producer

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6	4/17/2023	Participation in events or programs sponsored by educational institutions	Two of our morning news anchors visited an area Middle School. They met with 150-200 students ages 13-14 years old. They talked about different aspects of their jobs as anchors. Students asked them both about theirs jobs. They covered topics like job duties, attire, salary, what we like/dislike, and how they help other people in the community.	2	Morning News Anchor Morning News Anchor
7	4/20/2023	Provision of training to management	Office Manager participated in the FCC EEO Rules webinar for Gray Television Licensee, LLC. It was presented by Joan Stewart of Wiley Rein, LLP	1	Office Manager
8	4/27/2023	Participation in events or programs sponsored by educational institutions	KWQC News Anchor visited an area high school journalism class of 8 students ages 16-18. Topics covered were being an anchor, journalism and career in News. Also talked about experience studying journalism in college, an internship and subsequent career at KWQC news.	1	News Anchor
9	4/29/2023	Participation in Job Fairs	IBNA Job Fair and Award Dinner - attended by KWQC Executive Producer and Digital Director. Topics covered - reels, what it's like to work in newsroom and job opportunities. Attended by college students.	2	Executive Producer Digital Content Director
10	4/30/2023	Participation in events sponsored by organizations representing the community	KWQC News Anchor attended the Illinois News Broadcasters Association Meeting attended by 30 people ages 20-60. Topic - Creating an inclusive environment in newsrooms. Also spoke about experiences in the broadcast/tv news industry; how far we've come in terms of diversity in the industry, and how we can continue to foster a space for more growth in that regard.	1	News Anchor
11	6/19/2023	Participation in Job Fairs	Participated in job fair event held by IA Works - Job in a Bag Tour of drive-through job fairs. KWQC supplied them with a flyer representing our station. This event was held at Dexter Laundry in Fairfield, IA on 6/19 from 9-11AM.	1	Office Manager



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12	6/19/2023	Participation in Job Fairs	Participated in job fair event held by IA Works - Job in a Bag Tour of drive-through job fairs. KWQC supplied them with a flyer representing our station. This event was held at Ottumwa Juneteenth Celebration, Central Park, Ottumwa, IA on 6/19 from 1-3PM.	1	Office Manager
13	6/20/2023	Participation in Job Fairs	Participated in job fair event held by IA Works - Job in a Bag Tour of drive-through job fairs. KWQC supplied them with a flyer representing our station. This event was held at Hy-Vee, Albia, IA on 6/20 from 9-11AM.	1	Office Manager
14	6/20/2023	Participation in Job Fairs	Participated in job fair event held by IA Works - Job in a Bag Tour of drive-through job fairs. KWQC supplied them with a flyer representing our station. This event was held at Hy-Vee, Centerville, IA on 6/20 from 1-3PM.	1	Office Manager
15	6/21/2023	Participation in Job Fairs	Participated in job fair event held by IA Works - Job in a Bag Tour of drive-through job fairs. KWQC supplied them with a flyer representing our station. This event was held at Smokey Row Coffee Shop, Oskaloosa, IA on 6/21 from 9-11AM.	1	Office Manager
16	6/21/2023	Participation in Job Fairs	Participated in job fair event held by IA Works - Job in a Bag Tour of drive-through job fairs. KWQC supplied them with a flyer representing our station. This event was held at North Hy-Vee, Ottumwa, IA on 6/21 from 1-3PM.	1	Office Manager
17	9/5/2023	Participation in events or programs sponsored by educational institutions	STATION TOUR GIVEN BY OUR CHIEF METEOROLOGIST TO A SPECIAL NEEDS 9 YEAR OLD BOY AND HIS PARENTS TOURED THE STATION. THE BOY LOVES WEATHER AND LOVES TO STUDY IT. TOUR OF STATION WAS 45 MIN. AND DURING TOUR TOPICS COVERED WERE - TV, WEATHER, AND BROADCAST EQUIPMENT. ALSO TALKED ABOUT EDUCATION AND REQUIRMENTS TO GRADUATE IN METEOROLOGY.	1	CHIEF METEOROLOGIST

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18	9/26/2023	Participation in events or programs sponsored by educational institutions	KWQC News Director attended a multimedia day at an area college for high school students. 3-1/2 Hours of talking to 80 high school aged students about the News Director career path and what she currently does in the Newsroom. Students were able to ask questions about the different aspects of the job while students were given hands on experience in the college TV station on campus.	1	News Director