

KCQQ, KMXG, KUUL, WFXN, WLLR-FM, WOC
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
Outside Account Executive	1-25	10
Outside Account Executive	1-25	4
Sales Assistant	1, 4, 8-9, 17-18, 23-25	4

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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	Blackhawk College Placement 6600 34th Avenue Moline, Illinois 61265 Phone : 309-796-5129 Email : storeyb@bhc.edu Bruce Storey	N	0
2	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
3	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
4	Current Employee	N	3
5	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0
6	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Fax : 1-515-263-2824 Jim Auther	N	0
7	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Email : mba@mbaweb.org Fax : 1-641-269-4508 Maryls Upah	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
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
10	Indeed.com - Not Directly Contacted by SEU	N	2
11	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0
12	Iowa State University College of Liberal Arts and Sciences 223 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Email : taren@iastate.edu Taren Crow	N	0
13	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Fax : 1-563-588-7371 Bobbi Martin	N	0
14	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	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
15	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Fax : 1-319-363-7543 Barb Mussman	N	0
16	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Fax : 1-712-707-7404 Bill Minnick	N	0
17	Scott Community College 500 Belmont Road Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Joe Cole	N	0
18	St. Ambrose University, Multicultural Affairs 518 W. Locust Street Davenport, Iowa 52803 Phone : 563-333-6243 Fax : 1-563-333-6243 Jennifer Timmon	N	0
19	St. Ambrose University, Placement Office 518 W. Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Email : RollinsEmilyK@sau.edu Emily Rollins	N	0
20	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Fax : 1-563-333-6243 Jennifer Timmon	N	0
21	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Fax : 1-563-589-3419 Deb Clarke	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
22	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8615 Fax : 1-319-352-8365 Derek Solheim	N	0
23	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Phone : 319-352-8615 Fax : 1-319-352-8365 Derek Solheim	N	0
24	WIU Regional Center 3561 60th Street Moline, Illinois 61265 Phone : 309-762-9080 Email : anw-adamson@wiu.edu Audrey Adamson	N	0
25	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	11/15/2018	Participation in events or programs sponsored by educational institutions	On November 15, 2018, our SEU hosted 40 students from the Rock Island, IL grade schools for a job shadow. This was the first of five scheduled dates with Rock Island schools in a new program called Leadership and Me. Our Program Director along with our Midday On-Air Personality for WLLR FM met with the students to show how the studios operate, discuss different career opportunities in broadcasting, and toured the office/studio building in Davenport, IA.	1	On-Air Talent Program Director
2	2/13/2019	Co Sponsoring Job Fair	our SEU co-hosted a job fair with the Quad City Times at the River Center in Davenport, IA. Our stations, along with the newspaper, coordinated the event, participated as an employer, and solicited over 41 other Quad City businesses to participate in the event. SEU participants included our Market President and qcemploye.com Director, who discussed job opportunities at the stations with attendees interested in broadcast careers.	7	Director of QCemploye Market President
3	2/22/2019	Participation in events or programs sponsored by educational institutions	On February 22, 2019, our SEU hosted 40 students from the Rock Island, IL grade schools for a job shadow. This was the first of five scheduled dates with Rock Island schools in a new program called Leadership and Me. Our Program Director along with our Midday On-Air Personality for WLLR FM met with the students to show how the studios operate, discuss different career opportunities in broadcasting, and toured the office/studio building in Davenport, IA.	1	On-Air Personality Program Director
4	5/21/2019	Hosting of Job Fair	On May 21, 2019, we hosted our annual drive-through career fair. Our stations coordinated the event, participated as an employer, and solicited over 45 other Quad City businesses to participate in the event.	2	Account Executive Creative Services

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	5/24/2019	Participation in events or programs sponsored by educational institutions	On May 24, 2019, our SEU hosted 40 students from the Rock Island, IL grade schools for a job shadow. This was the first of five scheduled dates with Rock Island schools in a new program called Leadership and Me. Our Program Director along with our Midday On-Air Personality for WLLR FM met with the students to show how the studios operate, discuss different career opportunities in broadcasting, and toured the office/studio building in Davenport, IA.	1	On-Air Personality Program Director
6	9/23/2019	Participation in other activities designed by the station employment unit	During the reporting period, the stations manage the operations of a local career website/job board called www.qcemploye.com . The stations promote the website on-air, solicit participating local employers, and post their job openings at the stations. The website provides extensive job hunting advice and employment background information as well as individual job listings. Since its inception in 2000, qcemploye.com has dramatically increased its exposure in the Quad Cities area, reaching more than 500,000 people locally and having enrolled more than 750 local employers.	6	AE Market President
7	9/25/2019	Co Sponsoring Job Fair	On September 25, 2019, our SEU co-hosted a job fair with the Quad City Times at the Taxslayer Center in Moline, IL. Our stations, along with the newspaper, coordinated the event, participated as an employer, and solicited over 40 other Quad City businesses to participate in the event. SEU participants included our Market President and qcemploye.com Director, who discussed job opportunities at the stations with attendees interested in broadcast careers.	6	AE Market President