

KWWL Television
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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
Multi Media Journalist	1-3, 5-6, 9, 11, 13-18, 20-23, 25-30, 32-34	16
Promotion Writer/Producer	1-3, 5-7, 9-11, 13-18, 20-23, 25-34	16
News Photojournalist	1-3, 5-6, 8-9, 11, 13-18, 20-23, 25-30, 32-34	16
Newscast Director/Master Control Operator	1-3, 5-6, 9, 11, 13-18, 20-23, 25-28, 30, 32-34	16
Reporter/Multimedia Journalist	1-3, 5-6, 9, 11-18, 20-23, 25-28, 30, 32-34	12
Sales Account Executive	1-6, 9, 11-12, 14-28, 30, 32-34	4
National Sales Manager	1-3, 5-6, 9, 11, 14-18, 20-23, 25-28, 30, 32-34	17

KWWL Television
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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	AARP Senior Employment 2232 E. 4th Street Waterloo, Iowa 50703 Phone : 319-234-0206 Email : cpratt@aarp.org Chelley Pratt	N	0
2	Arizona State University PO Box 871312 Student Services Bldg. #329 Tempe, Arizona 85281 Phone : 480-965-5112 Url : http://career.asu.edu Email : careerservices@asu.edu Fax : 1-480-965-2120 Career Services	N	0
3	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Services	N	0
4	Career Fair	N	1
5	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Fax : 1-641-628-5338 Pat Joachim Kitzman	N	0
6	Columbia College Chicago 618 S. Michigan Avenue First Floor Chicago, Illinois 60605 Phone : 312-369-8994 Email : jhalperin@colum.edu Jennifer Halperin	N	0
7	Current Employee	N	2
8	Former Employee	N	1

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9	Frank Magid & Associates 8500 Normandale Lake Blvd. Suite 630 Minneapolis, Minnesota 55437 Phone : 651-295-5950 Julie Seebold Manual Posting	N	0
10	Hawkeye Community College 1501 East Orange Rd PO Box 8015 Waterloo, Iowa 50704 Phone : 319-296-2320 Url : http://collegecentral.com/hawkeyecollege Email : rachel.evans@hawkeyecollege.edu Rachel Evans	N	2
11	Illinois Center for Broadcasting 455 Eisenhower Ln South Suite 200 Lombard, Illinois 60148 Phone : 800-314-3450 Email : cjackson@beonair.com Carl Jackson	N	0
12	Indeed.com	N	3
13	Iowa Broadcast News Association 870 13th Avenue N Clinton, Iowa 52732 Phone : 515-224-7237 Email : ibna@ibna.org Jeff Stein	N	0
14	Iowa State University 1750 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-2542 Url : https://ecms.eng.iastate.edu/employers Career Service Manual Posting	N	0
15	KVOA Television, Inc. PO Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Fax : 1-520-620-1309 Angela Betzhold	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
16	KWWL Employee Referral 500 East 4th Street Waterloo, Iowa 50703 Phone : 3192911259 Business Administrator Manual Posting	N	15
17	KWWL Website 500 East 4th Street Waterloo, Iowa 50703 Career Services Manual Posting	N	6
18	KWWL-TV 511 East 5th Street Waterloo, Iowa 50703 Phone : 319-291-1259 Email : rreid@kwwl.com Rich Reid	N	0
19	LinkedIn.com; 1000 W Maude Ave, Sunnyvale, CA 94085; 650-687-3600	N	2
20	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7723 Email : craig.schaefer@loras.edu Craig Schaefer	N	0
21	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Career Service Manual Posting	N	0
22	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 712-274-5000 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	N	0

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October 1, 2025 - September 30, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 626-792-3846 Email : eric@nabjcareers.org Fax : 1-301-445-7101 Eric Wee	N	0
24	Non-Employee Referral	N	1
25	Ohio School of Journalism Park Place & Court St Athens, Ohio 45701 Phone : 740-593-2503 Email : foxr1@ohio.edu Becky Fox	N	0
26	Sportscasters Talent Agency of America 26101 Del Rey Suite A Mission Viejo, California 92691 Phone : 949-648-7822 Email : jon@staatalent.com Jon Chelesnik	N	0
27	The Employers Disability Resource Network 100 East Grand Avenue Des Moines, Iowa 50319 Phone : 515-281-0264 Url : www.EDRNetwork.org Career Service Manual Posting	N	0
28	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : admin@tvjobs.com Career Service	N	0
29	University of Kansas 1130 Capitol Federal Hall 1654 Naismith Dr Lawrence, Kansas 66045 Phone : 785-864-5591 Email : kubuscareer@ku.edu Career Services	N	0

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30	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Phone : 319-352-8425 Email : careers@wartburg.edu Fax : 1-319-352-8605 Derek Solheim	N	0
31	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Fax : 1-608-274-9514 Dan Howels	N	0
32	WSIL-TV 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-985-2333 Email : btanner@wsiltv.com Fax : 1-618-985-3709 Bethany Tanner	N	0
33	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
34	WXOW/WQOW-TV PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

KWWL Television
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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	11/18/2025	Participation in events sponsored by organizations representing the community	The station participated in and sponsored the local "20 Under 40" awards program, an initiative recognizing 20 outstanding young professionals, innovators, entrepreneurs, and community leaders under the age of 40 making a significant impact in their careers and regional communities. Station Sports Director Rick Coleman served as the emcee for the event. Through his active role and the station's sponsorship, the station engaged with emerging leaders and community volunteers, utilizing the platform to promote career opportunities in the broadcasting industry and strengthen its local recruitment network.	1	Sports Director
2	4/1/2026	Participation in events or programs sponsored by educational institutions	Six Tripoli High School students in an Earth Science Class came to KWWL to learn about Meteorology. They learned about the schedule for a Meteorologist looks like and how a forecast is produced. They also gave students a chance to ask questions regarding the field of work.	1	Meteorologist
3	4/2/2026	Sponsorship of events in the community designed to increase public awareness	Brandon Libby spoke to North Star Community Services in Waterloo, which is a service for adults with disabilities. He presented a bit on who he was and what he does at KWWL. Covered topics on severe weather safety. He also spoke about about what to expect as far as the changing weather in the next couple of months. Nacir Meikle and Brandon Libby both spoke about their jobs as a Journalis	2	Meteorologist Multi-Media Journalist
4	4/8/2026	Sponsorship of events in the community designed to increase public awareness	General Sales Manager Kelly Jones spoke to Hawkeye Community College. He spoke to the students regarding participating in community service and the needs of the community. Kelly also spoke about his career and what it takes to succeed in media sales.	1	General Sales Manager
5	4/13/2026	Establishment of an intern program designed to assist members of the community	Brandon Libby did a job Shadow with a student from North Tama High School. He showed the student all levels of being a Meteorologist.	1	Meteorologist

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6	4/20/2026	Participation in events sponsored by organizations representing the community	Regional News Director Lisa Burger gave a school tour to the Wapsie Valley High School Journalism Class. She took them through the entire Station showing them every Department and what it all takes to put together a Newscast. Lisa also spoke about her years in news and what it takes to be a good newscaster and news director.	1	Regional News Director
7	4/21/2026	Participation in events or programs sponsored by educational institutions	Nacir and Rick spoke to Bunger Middle School about each of their jobs and what they need to do to become a Journalist.	2	Sports Director Multi-Media Journalist
8	4/24/2026	Establishment of an intern program designed to assist members of the community	Meteorologist Brandon Libby gave a Job Shadow to a student from Hudson High School who is participating in the Internship/Job Shadowing Experience. Brandon told the student what they would need to become a Meteorologist and also how to prepare and produce and put on a Weather Forecast.	1	Meteorologist
9	4/29/2026	Participation in events or programs sponsored by educational institutions	News Director Lisa Burger gave the Waterloo Career students a tour and discussion on her job as a News Director, what you need to have to become one and also what it takes to become a Journalist in the Broadcasting Industry.	1	News Director
10	5/5/2026	Establishment of an intern program designed to assist members of the community	Creative Services Director Tyler Ritchey did a job shadow with a student from Denver High School. He showed him what it takes to become a Commercial maker and what it all entails.	1	Creative Services
11	5/8/2026	Participation in events or programs sponsored by educational institutions	Meteorologist Brandon Libby gave a presentation to the Aplington-Parkersburg School on what a Meteorologist is and what he does as a Meteorologist. He taught them about the water cycle and did a science experiment on high and low pressure. They discussed severe weather safety, particularly when it comes to tornadoes. They were also given the chance to sit and learn about the Storm Tracker we use for severe storms.	1	Meteorologist

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12	5/21/2026	Establishment of an intern program designed to assist members of the community	Meteorologist Brandon Libby gave a Job Shadow to a student from Denver High School who is participating in the Internship/Job Shadowing Experience. Brandon told the student what they would need to become a Meteorologist and also how to prepare and produce and put on a Weather Forecast.	1	Meteorologist
13	7/23/2026	Participation in events or programs sponsored by educational institutions	Chief Engineer Adina Clow gave a behind the scenes tour of KWWL. Central Rivers Special Programs group expressed interest in the technical side of how a television station runs and how her role, as Chief Engineer, ties into each part. She highlighted how in our realm of broadcast we highly depend in each other to manage several different variables and that human element is the key to making it work. She walked them through how each system interacts with the others and how content gets from the station to the airwaves.	1	Chief Engineer
14	9/22/2026	Participation in events or programs sponsored by educational institutions	Main Anchor Elizabeth Klinge gave a school tour and talk to the George Washing Carver Academy School Journalism Class. She took them through the entire Station showing them every Department and what it all takes to put together a Newscast. Elizabeth also spoke about her years in news and what it takes to be a good newscaster.	1	Main Anchor