

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title                                | Recruitment Sources ("RS")<br>Used to Fill Vacancy                                  | RS Referring<br>Hiree |
|--|---|-----------------------|
| Engineer                                 | 1-3, 5-7, 9, 11, 13-15, 17-25, 27-30, 32,<br>34-56                                  | 9                     |
| Main Evening Weekday Anchor              | 1-3, 5-7, 13-15, 18, 22-24, 26-30, 32,<br>37, 39-42, 44, 46, 50, 53, 55-56          | 23                    |
| Digital Advertising Coordinator          | 1-3, 5-8, 13, 15-18, 22-24, 27-30, 32-<br>33, 37-40, 42, 44, 46, 50, 53, 55-56      | 23                    |
| Weekend Morning Anchor/Reporter          | 1-3, 5-7, 10, 13, 15, 17-18, 22-25, 27-<br>30, 32, 37-40, 42, 44, 46, 50, 53, 55-56 | 10                    |
| Content Producer                         | 1-3, 5-7, 12-13, 15, 17-18, 22-25, 27-<br>30, 32, 37-40, 42, 44, 46, 50, 53, 55-56  | 12                    |
| Reporter/Multimedia Journalist - Dubuque | 1-3, 5-7, 13, 15, 17-18, 22-30, 32, 37-<br>40, 42, 44, 46, 50, 53, 55-56            | 24                    |
| Morning News Co-Anchor                   | 1-3, 5-7, 13, 15-18, 22-30, 32, 37-40,<br>42, 44, 46, 50, 53, 55-56                 | 23                    |
| Digital Content Producer                 | 1-3, 5, 7, 13, 15, 17-18, 22-25, 27-30,<br>32, 38-40, 42, 44, 46, 53, 55-56         | 23                    |
| News Photojournalist                     | 1-3, 5, 7, 13, 15, 17-18, 22-25, 27-30,<br>32, 38-40, 42, 44, 46, 53, 55-56         | 23                    |
| Meteorologist                            | 1-5, 7, 13, 15, 17-18, 22-25, 27-32, 38-<br>40, 42, 46, 53, 55-56                   | 18                    |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1         | AARP Senior Employment<br>2232 E. 4th Street<br>Waterloo, Iowa 50703<br>Phone : 319-234-0206<br>Email : cpratt@aarp.org<br>Chelley Pratt  | N   | 0  |
| 2         | Arizona State University<br>PO Box 871312 Student Services Bldg. #329<br>Tempe, Arizona 85281<br>Phone : 480-965-5112<br>Url : <a href="http://career.asu.edu">http://career.asu.edu</a><br>Email : careerservices@asu.edu<br>Fax : 1-480-965-2120<br>Career Services | N   | 0  |
| 3         | Boston University-Dept. of Journalism<br>640 Commonwealth Ave.<br>Boston, Massachusetts 02215<br>Phone : 617-353-1086<br>Email : jodept@bu.edu<br>Fax : 1-617-353-1086<br>Career Services   | N   | 0  |
| 4         | Career Builder<br>200 N. LaSalle St. Ste 1100<br>Chicago, Illinois 60601<br>Phone : 615-349-2905<br>Url : <a href="http://www.careerbuilder.com">www.careerbuilder.com</a><br>Email : natasha.bird@careerbuilding.com<br>Natasha Bird                                 | N   | 0  |
| 5         | Central College<br>812 University<br>Pella, Iowa 50219<br>Phone : 641-628-5271<br>Email : kitzmanp@central.edu<br>Fax : 1-641-628-5338<br>Pat Joachim Kitzman   | N   | 0  |
| 6         | Collective Talent<br>1721 Richardson Place<br>Tampa, Florida 33606<br>Phone : 813-254-9695<br>Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a><br>Email : bille@michaelsmedia.com<br>Career Service                                       | N   | 0  |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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

| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 7         | Columbia College Chicago<br>618 S. Michigan Avenue First Floor<br>Chicago, Illinois 60605<br>Phone : 312-369-8994<br>Email : jhalperin@colum.edu<br>Jennifer Halperin  | N   | 0  |
| 8         | Current Employee   | N   | 1  |
| 9         | Current Employee - Transfer/Promotion  | N   | 1  |
| 10        | Current Employee/Internal Promotion  | N   | 1  |
| 11        | Facebook post  | N   | 1  |
| 12        | Former Employee  | N   | 1  |
| 13        | Frank Magid & Associates<br>8500 Normandale Lake Blvd. Suite 630<br>Minneapolis, Minnesota 55437<br>Phone : 651-295-5950<br>Julie Seebold<br>Manual Posting  | N   | 0  |
| 14        | Hawkeye Community College<br>1501 East Orange Rd PO Box 8015<br>Waterloo, Iowa 50704<br>Phone : 319-296-2320<br>Url : <a href="http://collegecentral.com/hawkeyecollege">http://collegecentral.com/hawkeyecollege</a><br>Email : rachel.evans@hawkeyecollege.edu<br>Rachel Evans | N   | 0  |
| 15        | Illinois Center for Broadcasting<br>455 Eisenhower Ln South Suite 200<br>Lombard, Illinois 60148<br>Phone : 800-314-3450<br>Email : cjackson@beonair.com<br>Carl Jackson   | N   | 0  |
| 16        | Indeed.com   | N   | 4  |
| 17        | Iowa Broadcast News Association<br>870 13th Avenue N<br>Clinton, Iowa 52732<br>Email : ibna@ibna.org<br>Jeff Stein   | N   | 0  |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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

| <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> |
|------------------|--|--|---|
| 18               | Iowa State University<br>1750 Beardshear Hall<br>Ames, Iowa 50011<br>Phone : 515-294-2542<br>Url : <a href="https://ecms.eng.iastate.edu/employers">https://ecms.eng.iastate.edu/employers</a><br>Career Service<br>Manual Posting | N  | 1   |
| 19               | KBJR 6-TV<br>246 South Lake Avenue<br>Duluth, Minnesota 55802<br>Phone : 218-720-968<br>Email : <a href="mailto:kmmartin@kbjr.com">kmmartin@kbjr.com</a><br>Kayla Martin   | N  | 0   |
| 20               | KTIV-TV<br>3135 Floyd Blvd<br>Sioux City, Iowa 51108<br>Phone : 712-239-4100<br>Email : <a href="mailto:kclayton@ktiv.com">kclayton@ktiv.com</a><br>Kathy Clayton  | N  | 0   |
| 21               | KTTC-TV<br>6301 Bandel Road NW<br>Rochester, Minnesota 55901<br>Phone : 507-288-4444<br>Email : <a href="mailto:jneyens@kttc.com">jneyens@kttc.com</a><br>Jodi Neyens  | N  | 0   |
| 22               | KVOA Television, Inc.<br>PO Box 5188<br>Tucson, Arizona 85703`<br>Phone : 520-884-4601<br>Email : <a href="mailto:abetzhold@kvoa.com">abetzhold@kvoa.com</a><br>Fax : 1-520-620-1309<br>Angela Betzhold                            | N  | 0   |
| 23               | KWWL Employee Referral<br>500 East 4th Street<br>Waterloo, Iowa 50703<br>Phone : 3192911259<br>Business Administrator<br>Manual Posting  | N  | 23  |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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

| <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> |
|------------------|--|--|---|
| 24               | KWWL Website<br>500 East 4th Street<br>Waterloo, Iowa 50703<br>Career Services<br>Manual Posting   | N  | 9   |
| 25               | KWWL-TV<br>511 East 5th Street<br>Waterloo, Iowa 50703<br>Phone : 319-291-1259<br>Email : kwhite@kwwl.com<br>Kelly White   | N  | 0   |
| 26               | Linked In  | N  | 4   |
| 27               | Loras College<br>1450 Alta Vista<br>Dubuque, Iowa 52001<br>Phone : 563-588-7723<br>Email : craig.schaefer@loras.edu<br>Craig Schaefer  | N  | 0   |
| 28               | Medialine<br>PO Box 51909<br>Pacific Grove, California 93950<br>Phone : 800-237-8073<br>Url : www.medialine.com<br>Career Service<br>Manual Posting  | N  | 0   |
| 29               | Morningside College<br>1501 Morningside Ave<br>Sioux City, Iowa 51106<br>Phone : 712-274-5000<br>Email : hays@morningside.edu<br>Fax : 1-712-274-5101<br>Stacie Hays                                 | N  | 0   |
| 30               | National Association of Black Journalists<br>1100 Knight Hall Suite 3100<br>College Park, Maryland 20742<br>Phone : 626-792-3846<br>Email : eric@nabjcareers.org<br>Fax : 1-301-445-7101<br>Eric Wee | N  | 0   |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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

| <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> |
|------------------|--|--|---|
| 31               | New Jersey Herald<br>Two Spring Street<br>Newton, New Jersey 07860<br>Phone : 973-383-1170<br>Email : rfichter@njherald.com<br>Robin Fichter             | N  | 0   |
| 32               | Ohio School of Journalism<br>Park Place & Court St<br>Athens, Ohio 45701<br>Phone : 740-593-2503<br>Email : foxr1@ohio.edu<br>Becky Fox                  | N  | 0   |
| 33               | Previous Employee  | N  | 1   |
| 34               | Quincy Herald Whig<br>130 South 5th Street<br>Quincy, Illinois 62301<br>Phone : 217-223-5100<br>Email : jschulz@qni.biz<br>Jena Schulz                   | N  | 0   |
| 35               | Quincy Newspapers, Inc.<br>130 South 5th Street<br>Quincy, Illinois 62301<br>Phone : 217-221-3418<br>Email : lvanness@quincymedia.com<br>Lesley Van Ness | N  | 0   |
| 36               | Simpson College<br>701 N. C Street<br>Indianola, Iowa 50125<br>Phone : 515-961-1667<br>Email : careers@simpson.edu<br>Ann Sreubel                        | N  | 0   |
| 37               | Society of Broadcast Engineer's Inc.<br>9102 North Meridian St. Suite 150<br>Indianapolis, Indiana 46260<br>Phone : 317-846-9000<br>Scott Jones          | N  | 0   |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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

| <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> |
|------------------|--|--|---|
| 38               | Sportscasters Talent Agency of America<br>26101 Del Rey Suite A<br>Mission Viejo, California 92691<br>Phone : 949-648-7822<br>Email : jon@staatalent.com<br>Jon Chelesnik                        | N  | 0   |
| 39               | The Employers Disability Resource Network<br>100 East Grand Avenue<br>Des Moines, Iowa 50319<br>Phone : 515-281-0264<br>Url : www.EDRNetwork.org<br>Career Service<br>Manual Posting             | N  | 0   |
| 40               | TV Jobs<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Url : www.tvjobs.com<br>Email : admin@tvjobs.com<br>Career Service  | N  | 0   |
| 41               | University of Iowa School of Journalism<br>E350D Adler Journalism Building University of Iowa<br>Iowa City, Iowa 52242<br>Phone : 319 335-1406<br>Email : paul-w-jensen@uiowa.edu<br>Paul Jensen | N  | 0   |
| 42               | University of Kansas<br>1130 Capitol Federal Hall 1654 Naismith Dr<br>Lawrence, Kansas 66045<br>Phone : 785-864-5591<br>Email : kubuscareer@ku.edu<br>Career Services                            | N  | 0   |
| 43               | University of Minnesota<br>100 Church St SE<br>Minneapolis, Minnesota 55455<br>Phone : 612-625-5000<br>Email : eshel006@umn.edu<br>Christine Mollen  | N  | 0   |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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

| <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> |
|------------------|--|--|---|
| 44               | University of Wisc - Madison<br>Atmospheric & Oceanic Science 1225 W Dayton St.<br>Madison, Wisconsin 53706<br>Phone : 608-262-2828<br>Email : aos@aos.wisc.edu<br>Fax : 1-608-262-0166<br>College Recruiter | N  | 0   |
| 45               | WAOW-TV<br>1908 Grand Avenue<br>Wausau, Wisconsin 54403<br>Phone : 715-842-2251<br>Email : apaszkot@waow.com<br>Fax : 1-715-848-0195<br>Aimee Paszkot  | N  | 0   |
| 46               | Wartburg College<br>100 Wartburg Blvd<br>Waverly, Iowa 50677<br>Phone : 319-352-8425<br>Email : careers@wartburg.edu<br>Fax : 1-319-352-8605<br>Derek Solheim  | N  | 1   |
| 47               | WBNG-TV<br>560 Columbia Drive<br>Johnson, New York 13790<br>Phone : 607-584-7223<br>Email : cgarger@wbngtv.com<br>Kate Garger  | N  | 0   |
| 48               | WEEK-TV<br>2907 Springfield Road<br>East Peoria, Illinois 61611<br>Phone : 309-698-3784<br>Email : mshawgo@week.com<br>Mary Shawgo   | N  | 0   |
| 49               | WGEM-TV<br>PO Box 80<br>Quincy, Illinois 52306<br>Phone : 217-228-660021<br>Email : tstutheit@wgem.com<br>Terri Stutheit   | N  | 0   |



**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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

| <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> |
|------------------|---|--|---|
| 50               | WKOW-TV<br>5727 Tokay Blvd<br>Madison, Wisconsin 53719<br>Phone : 608-274-1234<br>Email : bbeer@wkow.com<br>Fax : 1-608-274-9514<br>Dan Howels  | N  | 0   |
| 51               | WPTA-TV<br>3401 Butler Road<br>Fort Wayne, Indiana 46808<br>Phone : 260-407-0064<br>Email : cbennett@wpta21.com<br>Cindy Bennett  | N  | 0   |
| 52               | WREX-TV<br>10322 Auburn Rd<br>Rockford, Illinois 61103<br>Phone : 815-335-2213<br>Email : ttruesdale@wrex.com<br>Trista Truesdale   | N  | 0   |
| 53               | WSIL-TV<br>1416 Country Aire Drive<br>Carterville, Illinois 62918<br>Phone : 618-985-2333<br>Email : btanner@wsiltv.com<br>Fax : 1-618-985-3709<br>Bethany Tanner   | N  | 0   |
| 54               | WVVA-TV<br>3052 Big Laurel Hwy<br>Bluefield, West Virginia 24701<br>Phone : 304-324-0652<br>Email : asluss@wvva.com<br>Audrey Sluss   | N  | 0   |
| 55               | www.mediagignow.com<br>550 W. Jackson Blvd Suite 200<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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

| <b>RS<br/>Number</b>                           | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|---|--|---|
| 56   | WXOW/WQOW-TV<br>PO Box 3119<br>La Crosse, Wisconsin 54602<br>Phone : 507-895-9872<br>Email : twopat@wxow.com<br>Theresa Wopat | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>48</b>   |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

**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 | 2/9/2024    | Participation in events or programs sponsored by educational institutions     | General Manager/Vice President, John Huff and News Director, Andrew Altenbern spoke at Loras College to their media class. They spoke to the students in regard to what station like KWWL does on a routine basis. The different departments, what they contribute to the station. Andrew spoke specifically about the news department and the roles within the news department and what they are learning in their classes how that crosses over to the industry. | 2                                   | General Manager/Vice President<br>News Director |
| 2 | 2/27/2024   | Participation in events or programs sponsored by educational institutions     | News Director, Andrew Altenbern attended a Speed Networking event at the University of Iowa School of Journalism and Mass Communication. During this event Andrew spoke to 20 students as well as faculty about job opportunities at KWWL and answered questions about the career paths they are interested in pursuing once they graduate.  | 1                                   | News Director                                   |
| 3 | 4/10/2024   | Participation in events or programs sponsored by educational institutions     | Meteorologist, Brandon Libby did a presentation to 60 High School students at Dike Community School for career day. Brandon shared about his career and background. They discussed what schooling he had to do in order to maintain a career in meteorology. He taught them some basic forecasting techniques and also did some experiments to demonstrate air pressure and rising air. Brandon then held a Q&A after the presentation and demonstrations.         | 1                                   | Meteorologist                                   |
| 4 | 4/22/2024   | Participation in events sponsored by organizations representing the community | Elizabeth Klinge was the keynote speaker at the Waterloo Rotary Club meeting honoring high achieving students giving inspirational words of wisdom to recent graduates.  | 1                                   | Evening Anchor                                  |

**KWWL Television**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

**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>         |
|---|-------------|--|--|-------------------------------------|----------------------------------|
| 5 | 8/11/2024   | Sponsorship of events in the community designed to increase public awareness | <p>KWWL Health Fair is a free event that is open to the public. It was an event that was packed with demonstrations and opportunities to learn about your health. Luke and Katie were there to introduce guest speakers and also announce when demonstrations would be taking place and where they were taking place. Both Luke and Katie were able to speak on their experiences about managing health and its importance, especially in high stress and emotional situations that they come across in the news industry. As well as healthy habits they participate to manage their health as a member of the news industry.</p> <p>At this event we took the opportunity to recruit for open positions here at the station at our booth. We had management and on-air talent available to answer common questions about open positions. We also took the opportunity to network regarding future internships opportunities.</p> | 2                                   | Morning Anchor<br>Evening Anchor |
| 6 | 8/29/2024   | Participation in events or programs sponsored by educational institutions    | <p>News Director, Andrew Altenbern, spoke to a University of Iowa broadcast journalism class in Iowa City, Iowa. During the hour-long class Andrew spoke specifically about what goes into producing a newscast. Andrew provided examples of our newscast rundowns. Andrew had also provided a newscast to watch prior to the class beginning. Andrew answered questions about the facets of what goes into producing a newscast and how anchors, reporters, producers, and directors all plan parts in a newscast and what each of them do in order to execute the product.</p>   | 1                                   | News Director                    |