

**WGEM AM, WGEM FM, WGEM TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**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>
Assignment Editor	1, 3, 6-7, 10, 12-21, 24-28, 31, 34-37, 39-40, 42-53	7
Sales Assistant	1, 3, 6-7, 10, 12-21, 24-28, 31, 33-40, 42-53	7
Photo Journalist	1-6, 8, 10, 12-21, 23-31, 33-37, 39-53	39
Master Control HUB Operator	1, 3, 6-7, 10, 12-21, 24-28, 31, 33-37, 39-40, 42-53	7
Meteorologist	1, 3, 6-7, 10, 12-21, 24-28, 31, 33-37, 39-40, 42-53	7
Multimedia Journalist	1, 3, 6, 9-10, 12-21, 24-28, 31, 33-37, 39-40, 42-53	9
IL Capitol Bureau Chief	1, 3, 6, 10, 12-21, 24-28, 31, 33-37, 39- 40, 42-53	45
IL Capitol Bureau Photographer	1, 3, 6, 10, 12-22, 24-28, 31-37, 39-40, 42-53	32
Meteorologist	1, 3, 6-7, 10, 12-21, 24-28, 31, 33-37, 39-40, 42-53	7
Multimedia Journalist	3, 6, 10, 12-21, 24-28, 31, 33-37, 39- 40, 42-53	39
Multimedia Journalist	3, 6, 10, 12-21, 24-28, 31, 33-37, 39- 40, 42-53	39
Weekend Sports Anchor	3, 6, 10-21, 24-28, 31, 33-37, 39-40, 42- 53	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	Adecco 1891 Maine St Quincy, Illinois 62301 Phone : 217-223-5200 Url : www.adecco.com Email : cheryl.liggett@adeccona.com Cheryl Liggett	N	0
2	Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschoop	N	0
3	Bradley University, Communications and Fine Arts 1501 W Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2510 Email : jlberry@bradley.edu Jean Berry	N	0
4	Columbia College Chicago 618 S Michigan Ave 1st Floor Chicago, Illinois 60605 Phone : 312-369-8994 Email : jhalperin@colum.edu Jennifer Halperin	N	0
5	Columbia University Journalism School Pulitzer Hall 2950 Broadway New York, New York 10027 Izabela Rutkowski Manual Posting	N	0
6	Culver- Stockton College One College Hill Canton, Missouri 63435 Phone : 573-288-6000 Url : www.culver.edu Email : advancement@culver.edu Career Placement	N	0
7	Current Employee	N	7

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8	Elmhurst College 190 Prospect Ave Elmhurst, Illinois Phone : 630-617-3460 Fax : 1-630-617-3393 Annette Coduto	N	0
9	Employee Referral	N	2
10	GREDF 300 Civic Center Ste #256 Quincy, Illinois 62301 Phone : 217-223-4313 Email : gredf@gredf.org Marcel Wagner	N	0
11	Handshake 600 4th Street #113 San Francisco, California 94107 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Terri Stutheit Manual Posting	N	2
12	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 217-793-2636 Url : <a href="http://www.ilba.org">www.ilba.org</a> Deb Gray Manual Posting	N	0
13	Illinois Center for Broadcasting 455 Eisenhower Ln South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> Fax : 1-630-916-1700 Carl Jackson	N	0
14	Illinois Department of Human Services Office 300 Maine Ste 102 Quincy, Illinois 62301 Phone : 217-224-2600 Email : <a href="mailto:JANE.NOBLE@illinois.gov">JANE.NOBLE@illinois.gov</a> Fax : 1-217-224-1921 Jane Noble	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>
15	Illinois News Broadcasters: The JobFile 124 Third St Wilmette, Illinois 60091-3439 Phone : 847-729-6397 Url : www.inba.net Email : borowmaq@aol.com Bob Roberts	N	0
16	John Wood Community College 1301 S 48th St Quincy, Illinois 62305 Phone : 217-641-436 Url : www.jwcc.edu Email : mbarry@jwcc.edu Career Service	N	0
17	KBJR 6 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0
18	KTIV-TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-239-4100 Url : www.ktiv.com Email : kclayton@ktiv.com Kathy Clayton	N	0
19	KTTC 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-280-5104 Url : www.kttc.com Email : jneyens@kttc.com Jodi Neyens	N	0
20	KVOA PO Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Url : www.kvoa.com Email : abetzhould@kvoa.com Angela Betzhould	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>
21	KWWL 511 E 5th St Waterloo, Iowa 50703 Phone : 319-291-1259 Url : www.kwwl.com Email : syoungblut@kwwl.com Sandy Youngblut	N	0
22	Linked In	N	1
23	Loyola Internship & Career Center 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7300 Email : msmith@luc.edu Maureen Smith	N	0
24	Manpower #2 Melgrove Lane Hannibal, Missouri 63401 Phone : 573-221-1144 Placement Advisor Manual Posting	N	0
25	Media Line 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Fax : 1-408-648-5204 Career Services	N	0
26	Millikin University 1184 W Main St Decatur , Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Fax : 1-217-362-6407 Pam Folger	N	0
27	Missouri Broadcast Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : www.mbaweb.org Email : tharper@mbaweb.org Terry Harper	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>
28	Missouri Career Center 203 N 6th St Hannibal, Missouri 63401 Phone : 573-248-2520 Url : <a href="http://www.missouricareersource.com">www.missouricareersource.com</a> Email : <a href="mailto:rita.brown@dhewd.mo.gov">rita.brown@dhewd.mo.gov</a> Rita Brown	N	0
29	NJ Herald 2 Spring St Newton, New Jersey 07860 Phone : 973-383-1170 Url : <a href="http://www.njherald.com">www.njherald.com</a> Email : <a href="mailto:rfichter@njherald.com">rfichter@njherald.com</a> Robin Fichter	N	0
30	NYU Journalism 20 Cooper Square 6th Floor New York, New York 10003 Sylvan Solloway Manual Posting	N	0
31	Ohio Media School 5330 East Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Url : <a href="http://www.beonair.com/columbus">www.beonair.com/columbus</a> Email : <a href="mailto:amoore@beonair.com">amoore@beonair.com</a> Alvis Moore	N	0
32	Other Source	N	1
33	Quanada 2707 Maine St Quincy, Illinois 62301 Phone : 217-222-3069 Megan Duesterhaus Manual Posting	N	0
34	Quincy Area Chamber of Commerce 300 Civic Center Ste #245 Quincy, Illinois 62301 Phone : 217-222-7980 Url : <a href="http://www.quincychamber.org">www.quincychamber.org</a> Latonya Brock Manual Posting	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>
35	Quincy Herald Whig 130 S 5th St Quincy, Illinois 62301 Phone : 217-221-3409 Url : www.qni.biz Email : cbwilson@quincymedia.com Christina Wilson	N	0
36	Quincy Media Inc 130 S 5th St Quincy, Illinois 62301 Phone : 217-221-3418 Url : www.qni.biz Email : lvanness@quincymedia.com Lesley Van Ness	N	0
37	Smith Career Center 1501 W Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Email : jlberry@bradley.edu Jean Berry	Y	0
38	Station Website	N	4
39	TvJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	12
40	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Email : careerservices@uis.edu Fax : 1-217-206-7544 Career Service	N	0
41	University of Illinois-Champaign Urbana 901 West Illinois St Urbana, Illinois 61801 Phone : 217-244-4329 Url : illinois.edu Jessica Hogue Manual Posting	N	0

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42	US Department of Labor/Veterans' Employment & Training Svc 33 South State Street 8th Floor Room 8174 Chicago, Illinois 60603 Phone : 312-793-3440 Email : elmore.bianca@dol.gov Fax : 1-312-793-4795 Bianca Elmore	N	0
43	WAOW-TV 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : www.waow.com Email : kher@waow.com Kimmy Her	N	0
44	WBNG 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
45	WEEK 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Url : www.week.com Email : tstonesifer@week.com Teddi Stonesifer	N	1
46	WGEM 513 Hampshire St Quincy, Illinois 62301 Phone : 2172286617 Url : www.wgem.com Email : tstutheit@wgem.com Terri Stutheit	N	0
47	WKOW 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2794 Url : www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	0



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48	WPTA 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
49	WREX 10322 Auburn Road PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Url : www.wrex.com Email : twesseln@wrex.com Theresa Wesseln	N	0
50	WSIL 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Url : www.wsil.com Email : btanner@wsil.com Bethany Tanner	N	0
51	WVVA-TV 3052 Big Laurey Hwy PO Box 1930 Bluefield, West Virginia 24701 Phone : 304-324-0652 Url : www.wvva.com Email : asluss@wvva.com Audrey Sluss	N	0
52	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
53	WXOW/WQOW 3705 County Highway 25 La Crescent, Minnesota 55947 Phone : 507-895-9872 Url : www.wxow.com Email : twopat@wxow.com Theresa Wopat	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</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	8/26/2019	Provision of training to management	The Station's parent company, Quincy Media, Inc., had made available to the station a series of workplace training courses created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment and other workplace-related issues. As of August 26, 2019, all employees of the Station were required to participate by completing a course titled "Bullying and Respect in the Workplace."	7	General Manager Sales Manager News Director Chief Engineer
2	9/12/2019	Co Sponsoring Job Fair	WGEM and the Herald-Whig sponsored a career fair that was held at John Wood Community College. More than 25 organizations attended the event.	1	Radio Operations Manager
3	9/16/2019	Establishment of an intern program designed to assist members of the community	WGEM conducts a paid internship program called Quinternships. The purpose behind the program is to offer students in the fields of journalism, broadcasting and communications the opportunity to gain hands-on experience in broadcast television, radio and digital platforms. During the fall/winter internship period, WGEM hosted a student from Quincy University and also two students from the College of the Ozarks in the news department.	1	News Director
4	11/8/2019	Participation in events or programs sponsored by educational institutions	Weekend Meteorologist, Chelsea Smith, was asked to speak to students at Fort Madison Elementary School about a career in meteorology and how she has used that to be in broadcasting.	1	Weekend Meteorologist
5	1/6/2020	Participation in scholarship programs	WGEM-AM Sports Radio administers the Josh Houchins Scholarship at Culver-Stockton College. Josh passed away in October of 2017 and the first scholarship was issued to a deserving student at Culver-Stockton College, where Josh was an alumni, who is studying communications, journalism or other broadcasting related degree. This was the third of five scholarships that will be available.	1	General Manager

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6	3/10/2020	Participation in events or programs sponsored by educational institutions	Sports Director, Tony Cornish, Jr. spoke about his career as a sports broadcaster at the Junior Achievement Career Fair held at Quincy High School.	1	Sports Director
7	3/30/2020	Establishment of an intern program designed to assist members of the community	WGEM conducts a paid internship program called Quinternships. The purpose behind the program is to offer students in the fields of journalism, broadcasting and communications the opportunity to gain hands-on experience in broadcast television, radio and digital platforms. During the spring/summer internship period, WGEM hosted a student from Culver Stockton College and also a student from Quincy University in the programming department.	1	Operations Manager