

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
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 ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 : https://app.joinhandshake.com/ Terri Stutheit Manual Posting	N	2
12	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 217-793-2636 Url : www.ilba.org 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 : cjackson@beonair.com 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 : JANE.NOBLE@illinois.gov Fax : 1-217-224-1921 Jane Noble	N	0

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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 : abetzhald@kvoa.com Angela Betzhald	N	0

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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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28	Missouri Career Center 203 N 6th St Hannibal, Missouri 63401 Phone : 573-248-2520 Url : www.missouricareersource.com Email : rita.brown@dhewd.mo.gov Rita Brown	N	0
29	NJ Herald 2 Spring St Newton, New Jersey 07860 Phone : 973-383-1170 Url : www.njherald.com Email : rfichter@njherald.com 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 : www.beonair.com/columbus Email : amoore@beonair.com 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 : www.quincychamber.org Latonya Brock Manual Posting	N	0

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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 : twessel@wrex.com Theresa Wessel	N	0
50	WSIL 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Url : www.wsil.com Email : btanner@wsiltv.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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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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	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 Meteorologisty
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