



EEO Public File Report

August 1, 2013 to July 31, 2014

WVIK had one full-time vacancy filled from **August 1st, 2013 to July 31st, 2014**

Director of Corporate Support and Marketing: Augustana College posted and accepted applications for the position of Director of Corporate Support and Marketing in March of 2014. With the assistance of a the human resources department at Augustana College, 2 final candidates were brought onsite and interviewed. The position was filled on May 12th, 2014. The interviewees were referred the listing on Augustana College’s web site.

The opening for the General Manager position was advertised in the following publications:

- Was posted on WVIK’s website at wvik.org
- Was posted on PRADO (Public Radio Development Officer’s) Listserv
- Was made available on the Augustana College website and distributed by email to all college employees.
- Was posted on quadcityjobs.com, KWQC’s Channel 6 TV online job listing
- The Illinois Association of Fund Raising Professionals email distribution list
- We also mailed a posting to the following organizations:

Organization	Address	City	State	Zip
AARP Foundation	3311 SW 9th Street	Des Moines	IA	50315
Alliance for Women in Media	1760 Old Meadow Rd. Suite 500	McLean	VA	22102
American Indian Council	430 E. Grand	Des Moines	IA	50309
American Institute of Business	2500 Fleur Drive	Des Moines	IA	50321
American Institute of Commerce	1801 Kimberly Rd.	Davenport	IA	52807
American Spanish Institute	2619 W. Armitage	Chicago	IL	60647
Asian American Journalists Association	5 Third St Suite 1108	San Francisco	CA	94103
Augustana College	639 38th St.	Rock Island	IL	61201
Bethany Home	1150 12th Ave	Moline	IL	61265
Bethel AME Church	323 West 11th St.	Davenport	IA	52803
Black Student Union	Augustana College	Rock Island	IL	61201
Black Student Union	St. Ambrose University	Davenport	IA	52803
Blackhawk College	6600 34th Ave.	Moline	IL	61265
Blackhawk College	1501 State Highway 78	Kewanee	IL	61443
Bradley University	1501 W. Bradley	Peoria	IL	61265
Briar Cliff University	3303 Rebecca	Sioux City	IA	51104
Broadcast Education Assn.	1771 N. St NW	Washington	DC	20036

Buena Vista University	610 W. 4th St.	Storm Lake	IA	50588
C.A.D.S.	1523 South Fairmount	Davenport	IA	52802
California Chicano News Assn.	USC Annenberg School of Communication and Journalism 727 W 27th St, room 201	Los Angeles	CA	90007-3212
Central College	812 University	Pella	IA	50219
Chicago State University	9501 S. Dr. Martin Luther King Dr.	Chicago	IL	60628-1598
Christian Family Care Center	PO Box 4176	Rock Island	IL	61204
Clarke College	1550 Clarke Drive	Dubuque	IA	52001
Coe College	1220 1st Ave. NE	Cedar Rapids	IA	52402
Columbia College	600 Michigan Ave.	Chicago	IL	60605
Columbia College	600 Michigan Ave.	Chicago	IL	60605
Community Church of God	319 12th St.	East Moline	IL	61244
Community Services	428 Western Ave.	Davenport	IA	52801
Dept. of Veterans Affairs	7700 NW Beaver-Camp Dodge	Johnston	IA	50131
Des Moines Area Community College	2006 S. Ankeny Blvd., Bldg. 1	Ankeny	IA	50021
Divisions of Persons With Disabilities	Lucas State Office Building	Des Moines	IA	50319
DMACC-Des Moines/Urbana Campus	1100 7th St.	Des Moines	IA	50314
Drake University	2507 University Ave.	Des Moines	IA	50311
Family Resources (corporate office)	2800 Eastern Avenue	Davenport	IA	52803
Franciscan University	400 North Bluff Blv	Clinton	IA	52733
Gaines Chapel AME Church	311 19th St.	East Moline	IL	61244
Gospel Mission Temple	5074 N. Pine St	Davenport	IA	52806
Greater Antioch Baptist	2512 9th St.	Rock Island	IL	61201
Grinnell College	1127 Park St.	Grinnell	IA	50112
Hamilton College	4655 121st St.	Urbandale	IA	50323
Hamilton College	7009 Nordic Dr	Cedar Rapids	IA	50613
Hamilton Technical College	1011 E. 53rd St.	Davenport	IA	52807
Hawkeye Community College	1502 E. Orange Rd.	Waterloo	IA	50704
Hispanic News Media Association	1420 N. St., NW	Washington	DC	20005
IA Dept of Human Rights	Lucas State Office Building	Des Moines	IA	50319

IA Division of the Status of African Americans	Lucas State Office Building	Des Moines	IA	50319
IA Division of the Status of Women	Lucas State Office Building	Des Moines	IA	50319
Illinois Broadcast Association	200 Missouri Ave.	Carterville	IL	62918-1808
Illinois Migrant Council	604 19th Street	Moline	IL	61265
Illinois News Broadcasters Assn.	1 University Circle	Macomb	IL	61455
Illinois State University	Communications Department	Normal	IL	61761
Indiana University School of Journalism	Ernie Pyle Hall 940 East 7th St.	Bloomington	IN	47405-7108
Information and Referral Service (united way infolink)	3247E. 35th Street Court	Davenport	IA	52807
Institute for Journalism Education	1211 Preservation Parkway	Oakland	CA	94612
Iowa Broadcasters Assn.	P.O. Box 71186	Des Moines	IA	50325
Iowa Central Community College	330 Ave. M	Fort Dodge	IA	50501
Iowa Division of Latino Affairs	Lucas State Office Building	Des Moines	IA	50319
Iowa East Central Train	500 E. 59th Street	Davenport	IA	52803
Iowa Lakes Community College	3200 Lakes Comm. College	Emmetsburg	IA	50325
Iowa State University	0570 Bearshear Hall	Ames	IA	50311
Iowa Wesleyan College	601 N. Main St.	Mt. Pleasant	IA	52641
Iowa Western Comm. College	2700 College Rd.	Council Bluffs	IA	51502
Iowa Workforce Development	902 W. Kimberly Rd.	Davenport	IA	52803
Jackson State University	1400 John R. Lynch St.	Jackson	MS	39217
Job Services of Iowa	902 West Kimberly Road	Davenport	IA	52806

KDPS-FM	Central Campus 1800 Grand Ave.	Des Moines	IA	50309
Labor Coun for Latin America	517 East Central Park	Davenport	IA	52803
Loras College	1450 Alta Vista Dr.	Dubuque	IA	52004
Lulac Club	P.O. Box 4616	Davenport	IA	52808
Luther College	700 College Dr.	Decorah	IA	52101
M L King Community Center	630 9th St.	Rock Island	IL	61201
Martin Luther King Ctr.	630 8th St.	Rock Island	IL	61201
Messias Temple	308 East 14th St.	Davenport	IA	52803
Metro-Com Branch, NAACP	P.O. Box 3661	Davenport	IA	52808

Minorities in Broadcast Training Program	PO Box 67132	Century City	CA	90067
Mt. Olive Church of God	930 Ripley St.	Davenport	IA	52803
Mt. St. Clare College	400 N. Bluff	Clinton	IA	52732
Mt. Zion Baptist Church	15th St. & 6th Ave.	East Moline	IL	61244
NAACP Washington Bureau	1156 15th St.	Washington	DC	20005
NAACP	PO Box 3661	Davenport	IA	52808
NAB, Employment Clearing House	1771 N. St. NW	Washington	DC	20036
National Assc. of Black Journalists	110 Knights Hall, Suite 3100	College Park	MD	20742
National Association of Black Engineers	205 Daingerfield Road	Alexandria	VA	22314
National Assc. of Hispanic Journalists	1050 Connecticut Avenue NW 10th Floor	Washington	DC	20036
Native American Public Telecommunications	1800 North 33rd Street	Lincoln	NE	68503
New Hope Baptist Church	930 N Ripley St.	Davenport	IA	52803
Northwestern University	630 Lincoln St.	Evanston	IL	60208
Ohio & Illinois Center for Broadcasting	455 Eisenhower Lane South Suite 200	Lombard	IL	60148
Olivet Baptist Church	1115 21st Ave	Rock Island	IL	61201
Our Lady of Guadalupe	800 17th St.	Silvis	IL	61282
Partners in Job Training	1504 3rd Ave.	Rock Island	IL	61201
Pentocostal Church	537 West 15th St.	Davenport	IA	52803
Pentocostal Deliverance Church	636 Kirkwood Boulevard	Davenport	IA	52803
People's Missionary Baptist	553 23rd St.	Rock Island	IL	61201
Prayer and Faith Mission	730 13th St.	East Moline	IL	61244
Progressive Baptist Church	1302 East 12th At.	Davenport	IA	52803
Project Assist	311-1/2 21st St.	Rock Island	IL	61201
Project Now	418 19th St.	Rock Island	IL	61201
Quad City Graduate Center	639 38th St.	Rock Island	IL	61201
Safer Foundation (Dav)	1411 Brady St	Davenport	IA	52803
Safer Foundation (RI)	2827 7th Street	Rock Island	IL	61201
SCLC	413 10th At.	Rock Island	IL	61201
SCLC/Women	1131 2nd Ave.	Rock Island	IL	61201
Scott Community College	Belmont Campus, Belmont Rd.	Bettendorf	IA	52722
Second Baptist Church	919 6th Ave.	Rock Island	IL	61201
Simpson College	701 N C St.	Indianola	IA	50125
Society of Broadcast Engineers	9102 N Meridian St, #150	Indianapolis	IN	46260
Southern Illinois University	Dept. of Radio/Television	Carbondale	IL	63901
Spanish Mennonite Church	613 Third St.	Moline	IL	61265
St. Ambrose University	518 W Locust St.	Davenport	IA	52803
St. Paul's AME Church	1222 7th Ave	Moline	IL	61265
Tabernacle Baptist Church	2601 15th St.	Moline	IL	61265
The Job Hunter	100 Noyes Bldg.	Columbia	MO	65211
The Sedona Group	555 Valley View Dr.	Moline	IL	61265
Third Missionary Baptist	1402 Main St.	Davenport	IA	52803

Trinity Missionary Baptist Church	4321 5th Ave.	Moline	IL	61265
Truman State University	100 E. Normal St.	Kirksville	MO	63501
Truth Apostlic Temple	514 Brown St	Davenport	IA	52802
Truth Temple	1201 12th St.	Rock Island	IL	61201
TV Jobs.com	PO Box 4116	Oceanside	CA	92052
UNI-CUE	800 Sycamore St.	Waterloo	IA	50703
United Neighbors	808 N. Harrison Street	Davenport	IA	52803
University of Dubuque	2000 University	Dubuque	IA	52001
University of Iowa	Communications Department	Iowa City	IA	52242
University of Missouri	130 Jesse Hall	Columbia	MO	65211
Vincennes University, Broadcasters Dept.	1002 N. 1st St.	Vicennes	IN	47591
Wartburg College	100 Wartburg Blvd.	Waverly	IA	50677
Western Illinois University	Communications Department	Macomb	IL	61455
William Pen University	201 Trueblood Ave.	Oskaloosa	IA	52577

LONG-TERM Recruitment Initiatives, Prong 3

Station WVIK has 5-10 full-time employees, and therefore required to engage in at least two (2) long-term EEO recruitment initiatives pursuant to Section 73.2080 (c)(2) of the FCC's rules.

1. Establishment of Training Program to Enable Station Personnel to Acquire Skills:

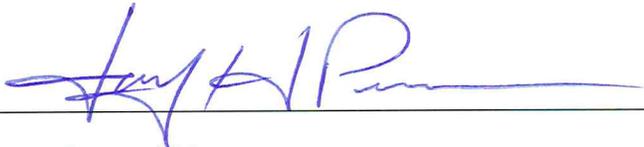
- Jay Pearce attended the Illinois Public Broadcasters Council retreat in Rock Island & Moline, co-hosted by WVIK and WQPT TV, on August 15-16, 2014.
- Colleen Sibthorp attended Time Clock Plus Manager Training on January 21, 2013.
- Jay Pearce and Michelle O'Neill attended the Spring 2014 Illinois News Broadcasters Conference held April 11-14, 2014 in Peoria
- Herb Trix attended the Iowa Broadcast News Association Spring Convention in Cedar Rapids, IA, on May 3, 2014
- Herb Trix attended the Fall 2013 Illinois News Broadcasters Association convention in DeKalb, IL September 20-22, 2013
- Jennifer Blohm and Jared Johnson attended the Great Public Media conference in Atlanta, July 11-13th, 2013.
- Colleen Sibthorp attending the following training for the CPB, August 14, 2013, Updates to the AFR/FSR, September 5, 2013 Updates to the AFR/FSR, October 22, 2013 New Radio CSG Policies, January 30, 2014 SAS (TV and Radio): All Sections, July 30, 2014 CSG Transparency and Diversity Compliance Requirements
- Michelle O'Neil attended NPR DS Webinar: Digital News Training, July 24th, 2014
- All WVIK staff attending Real Colors Training on May 8th, 2014

- All WVIK staff attending Pledge Drive Pitch Training Workshop, August 29th, 2013
- July 21st, 2014 Colleen Sibthorp, Jared Johnson, David Garner, Herb Trix & Michelle O'Neill began a 10 week training program for Core Publisher, CMS website development

2. Establishment fo Internship Program to Assist Members of Community in Acquiring Broadcast Employment Skills:

March 24th, 2014 to present – Renata Sago– Provides direct exposure to broadcast journalism environments by providing paid internships for area college students, or recent graduates, pursuing communications oriented coursework and careers. Administered by Herb Trix, News Director, and Jay Pearce, General Manager.

February – May 2014 – Kyle Soyer– Provides direct exposure to broadcast journalism environments by providing paid internships for area college students, or recent graduates, pursuing communications oriented coursework and careers. Administered by Herb Trix, News Director, and Jay Pearce, General Manager.



Jay Pearce, General Manager



Date