

**Muscatine Power and Water
Communications Utility
Federal Communications Commission Equal
Opportunity Public File Report**

1. The following is a list of all communications utility-related full-time vacancies posted/filled by Muscatine Power and Water from August 31, 2022 to August 31, 2023.

- Network Engineer
- HelpDesk Supervisor
- Systems Administrator I-II
- HelpDesk Technician I (3)
- Telecommunication Technician I (A-JM)
- Telecommunication Technician II (A-JM)
- Telecommunication Technician III (A-JM)

2.a. The following is a list of recruitment sources used to fill the vacancies identified above, and general diversity advertising:

Diversity Advertising	
Black Media News 7657 Winnetka Avenue, #504 Winnetka, CA 91306 www.blackmedianews.com (General Diversity Advertising) (EMAILED)	Catherine McAuley Center 1220 5th Avenue SE Cedar Rapids, IA, 52403 https://cmc-cr.org/ (General Diversity Advertising)
Direct Employers Association 7602 Woodland Drive, Suite 200 Indianapolis, IN, 46278 https://minority.dejobs.org/ (General Diversity Advertising) (EMAILED)	Diversity Service Center of Iowa 119 Sycamore Street, Suite 420 Muscatine, IA 52761 dscimuscatine@gmail.com (General Diversity Advertising) (EMAILED)
Diversity in Research Jobs https://www.diversityinresearch.careers/jobs/iowa/ (General Diversity Advertising) (EMAILED)	Diversity Working https://www.diversityworking.com/home/ (General Diversity Advertising) (EMAILED)
Greater QC Hispanic Chamber of Commerce P.O. Box 142 Moline, IL 61266 http://ggchcc.chambermaster.com/list/member/the-diversity-service-center-of-iowa-136 (General Diversity Advertising) (EMAILED)	El Heraldo Hispano Hispanic Newspaper P.O. Box 927 Mt. Pleasant, IA 52641 info@heraldohispano.com (General Diversity Advertising) (EMAILED)
Future Ready Iowa https://www.futurereadyiowa.gov/job-corps beth.townsend@iwd.iowa.gov (General Diversity Advertising) (EMAILED)	Hispanic Alliance for Career Enhancement (HACE) 159 N. Sangamon Chicago, IL 60607 https://www.haceonline.org/ info@haceonline.org (General Diversity Advertising) (EMAILED)
IMDiversity 4480 General DeGaulle Dr., Suite 217 New Orleans, LA 70131 https://jobs.imdiversity.com/ (General Diversity Advertising) (EMAILED)	Intercultural Center of Iowa 3255 Williams Boulevard SW., Suite 2 Cedar Rapids, IA 52402 http://www.interculturaliowa.org/ (General Diversity Advertising) (EMAILED)

Iowa Vocational Rehabilitation Services 3827 W. Locust St. Davenport, IA 52804 nancy.orchard@iowa.gov (General Diversity Advertising) (Emailed)	IowaWORKS Center 902 W Kimberly Rd. Suite 51 Davenport, IA 52806 Region9.Web@iwd.iowa.gov (General Diversity Advertising) (EMAILED) Also advertising on website iowajobs.org
League of United Latin American Citizens of IA (LULAC) https://lulac.org reyesmr1@mchsi.com (General Diversity Advertising) (Emailed)	Martin Luther King Center 630 Martin Luther King Drive Rock Island, IL 61201 MLKmail@rigov.org (General Diversity Advertising) (EMAILED)
The MultiCultural Advantage Convergence Media, INC. Bellevue, WA 98008 contactus@multiculturaladvantage.com (General Diversity Advertising) (EMAILED)	National Association of Asian American Professionals (NAAAP) PO Box 81138 Chicago, IL 60681 info@naaapchicago.org (General Diversity Advertising) (EMAILED)
NIVC Services, Inc. www.nivcworks.com sherry@nivcservices.org (General Diversity Advertising) (EMAILED)	Project Now 418 19 th St. Rock Island, IL 61201 info@projectnow.org (General Diversity Advertising) (EMAILED)
Refugee and Immigrant Association http://refugeeimigrant.org/contact/ Refugeelowa@gmail.com (General Diversity Advertising) (EMAILED)	Upwardly Global 123 W Madison St. #1950 Chicago, IL 60602 https://www.upwardlyglobal.org/employers (General Diversity Advertising) (EMAILED)
US Committee for Refugees (USCRI) 1200 University Ave. Suite 205 Des Moines, IA 50314 uscridc.org (General Diversity Advertising) (EMAILED)	

Recruitment Sources – General Advertising	
TRN Staffing (Formerly AUREUS Group) 14625 Madison Ave. Lakewood, OH 44107 https://www.trnstaffing.com/ (General Advertising/Recruitment)	Career Builder – Job Board www.careerbuilder.com (General Advertising)
Career Connections – EICC https://www.eicc.edu/future-students/student-services/career-services/ (General Advertising)	Cy-Hire (Iowa State) https://cyhire.iastate.edu/employers/ (General Advertising)
Facebook www.facebook.com Muscatine Power and Water’s Company Page (General Advertising)	GMCCI #makeitmuscatine Newsletter ereader@muscatine.com (General Advertising/Email)
Handshake (University of Iowa, Missouri S&T, Saint Ambrose) https://joinhandshake.com/ (General Advertising)	Iowa Association of Municipal Utilities (IAMU) https://members.iamu.org/ itrout@iamu.org (General Advertising/Email)

Iowa Workforce Development https://www.iowaworks.gov/vosnet/Default.aspx (General Advertising)	Indeed https://www.indeed.com (General Advertising)
LinkedIn www.linkedin.com Muscatine Power and Water's Company Page (General Advertising)	Monster – Job Board www.monster.com (General Advertising)
MPW Careers Page www.mpw.org/careers Muscatine Power and Water's website – Post Positions (General Advertising)	MPW Electronic Advertising Sign 3205 Cedar St. Muscatine, IA 52761 (General Advertising)
MPW Reach TVs (Internal Advertising Signs) 3205 Cedar St. Muscatine, IA 52761 (General Advertising)	Muscatine Community College https://www.eicc.edu/ ahenning@eicc.edu (General Advertising/Email)
Randstad 3625 Cumberland Blvd., Suite 600 Atlanta, GA 30339 https://www.randstadusa.com/ (General Advertising/Recruitment)	Team Staffing Solutions 109 Lake Park Blvd. Muscatine, IA 52761 www.teamssi.com (General Advertising/Recruitment)
Temp Associates 104 Cleveland St. Muscatine, IA 52761 www.tempassociates.com/ (General Advertising/Recruitment)	Volt 2401 N. Glassell St. Orange, CA 92865 https://www.volt.com/ (General Advertising/Recruitment)
MPW Applicant Tracking System (ATS) Glassdoor Job Board www.glassdoor.com Indeed Job Board www.indeed.com Simply Hired Job Board www.simplyhired.com RetailGigs Job Board https://www.retailgigs.com/ and many more (General Advertising)	

2.b. The following is a list of recruitment sources, if any, who requested notification of vacancies:

El Heraldo Hispano and IowaWORKS.

3.a. The total number of persons that were interviewed for full-time vacancies since August 31, 2022 was: 28

3.b. Of those persons interviewed, the following is each recruitment resource utilized in connection with the vacancies that existed since August 31, 2022:

Unsolicited	2
Employee Referrals	1
Internal (job postings)	11
Newspaper/Web Advertisement	14