

**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, 2018 to August 31, 2019.

HelpDesk Representative	2
Sr. Systems Administrator	1
Systems Administrator	1
Telecommunications Technician	5

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

Black Media News 7657 Winnetka Avenue, #504 Winnetka, CA 91306 www.blackmedianews.com (General Diversity Advertising)	Diversity Service Center of Iowa 119 Sycamore Street, Suite 420 Muscatine, IA 52761 (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 705 E. Monroe St. Mt. Pleasant, IA 52641 (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)
IowaWORKS Center 902 W Kimberly Rd. Suite 51 Davenport, IA 52806 (General Diversity Advertising) (EMAILED) Also advertising on website iowajobs.org	Martin Luther King Center 630 Martin Luther King Drive Rock Island, IL 61201 (General Diversity Advertising) (EMAILED)
The MultiCultural Advantage Convergence Media, INC. Bellevue, WA 98008 (General Diversity Advertising) (EMAILED)	National Association of Asian American Professionals PO Box 81138 Chicago, IL 60681 (General Diversity Advertising) (EMAILED)
Project Now 418 19 th St. Rock Island, IL 61201 (General Diversity Advertising) (EMAILED)	Upwardly Global 180 N. Wabash, Suite 310 Chicago, IL 60601 https://www.upwardlyglobal.org/employers (General Diversity Advertising) (EMAILED)

US Committee for Refugees (USCRI) 1200 University Ave. Suite 205 Des Moines, IA 50314 (General Diversity Advertising) EMAILED	Aureus Group https://www.aureusgroup.com/ (General Advertising/Recruitment)
www.careerbuilder.com Career Builder- Job Board (General Advertising)	Glassdoor https://www.glassdoor.com/index.htm (General Advertising)
Hamilton Technical College 1011 E 53 rd St. Davenport, IA 52807 (Career Fair Recruitment & General Advertising)	www.members.iamu.org & Weekly Informer Iowa Association of Municipal Utilities (General Advertising)
www.indeed.com Indeed – Job Board (General Advertising)	Iowa Workforce Development https://www.iowaworks.gov/vosnet/Default.aspx (General Advertising)
www.linkedin.com Muscatine Power & Water’s Page (General Advertising)	Muscatine Community College 152 Colorado St. Muscatine, IA 52761 (Career Fair Recruitment & General Advertising)
www.facebook.com Facebook – Muscatine Jobs Page & Muscatine Power and Water’s Page (General Advertising)	Monster https://www.monster.com/ (General Advertising)
www.mpw.org/careers Muscatine Power & Water’s website – Post Positions (General Advertising)	MP&W Electronic Advertising Sign 3205 Cedar St. Muscatine, IA 52761 (General Advertising)
Scott Community College 500 Belmont Rd. Riverdale, IA 52722 (General Advertising)	www.simplyhired.com Simply Hired – Job Board (General Advertising)
Team Staffing Solutions 109 Lake Park Blvd. Muscatine, IA 52761 (General Advertising/Recruitment)	Temp Associates 104 Cleveland St. Muscatine, IA 52761 (General Advertising/Recruitment)
Muscatine High School Career Fair 2705 Cedar St. Muscatine, IA 52761 (General Recruitment/Advertising)	Muscatine Mayor’s Career Fair @ MHS 2705 Cedar St. Muscatine, IA 52761 (General Recruitment/Advertising)
Quad Cities Career Fair 136 E. 3 rd St. Davenport, IA 52801 (General Recruitment/Advertising)	University of Iowa General Career Fair 125 N. Madison St. Iowa City, IA 52242 (General Recruitment/Advertising)

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

Diversity Center of Iowa, NAAAP, Greater QC Hispanic Chamber of Commerce

3.a. The total number of persons that were interviewed for full-time vacancies since August 31, 2018 was: 34

3.b. Of those persons interviewed, the following is each recruitment resource utilized in connection with the vacancies that existed since August 31, 2018:

Unsolicited	7
Employee Referrals	10
Internal (job postings)	3
Newspaper/Web Advertisement	14