

**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, 2017 to August 31, 2018.

Headend Technician	1
HelpDesk Representative	2
HelpDesk Specialist	1
Manager, Telecommunications	1
Telecommunications Technician	2
Telecommunications Technician II	1

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 <a href="http://www.blackmedianews.com">www.blackmedianews.com</a> (General Diversity Advertising)	Diversity Service Center of Iowa 119 Sycamore Street, Suite 420 Muscatine, IA 52761 (General Diversity Advertising) (EMAILED)
El Heraldo Hispano Hispanic Newspaper 705 E. Monroe St. Mt. Pleasant, IA 52641 (General Diversity Advertising) (EMAILED)	Iowa Vocational Rehabilitations Services 510 E 12 <sup>th</sup> St. Des Moines, IA 50319 (General Diversity Advertising)
IowaWORKS Center 902 W Kimberly Rd. Suite 51 Davenport, IA 52806 (General Diversity Advertising) (EMAILED) Also advertising on website <a href="http://iowajobs.org">iowajobs.org</a>	Martin Luther King Center 630 Martin Luther King Drive Rock Island, IL 61201 (General Diversity Advertising) (EMAILED)
The MultiCultrural 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 <sup>th</sup> St. Rock Island, IL 61201 (General Diversity Advertising) (EMAILED)	Upwardly Global 180 N. Wabash, Suite 310 Chicago, IL 60601 <a href="https://www.upwardlyglobal.org/employers">https://www.upwardlyglobal.org/employers</a> (General Diversity Advertising) (EMAILED)
US Committee for Refugees (USCRI) 1200 University Ave. Suite 205 Des Moines, IA 50314 (General Diversity Advertising) EMAILED	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Career Builder- Job Board (General Advertising)

American Public Power Association www.appa.org (General Advertising)	<a href="http://www.facebook.com">www.facebook.com</a> Facebook – Muscatine Jobs Page & Muscatine Power and Water’s Page (General Advertising)
<a href="http://www.glassdoor.com">www.glassdoor.com</a> Glassdoor- Job Board (General Advertising)	<a href="http://www.members.iamu.org">www.members.iamu.org</a> & Weekly Informer Iowa Association of Municipal Utilities (General Advertising)
<a href="http://www.indeed.com">www.indeed.com</a> Indeed – Job Board (General Advertising)	<a href="http://www.linkedin.com">www.linkedin.com</a> Muscatine Power & Water’s Page (General Advertising)
MP&W Electronic Advertising Sign 3205 Cedar St. Muscatine, IA 52761 (General Advertising)	<a href="http://www.mpw.org/careers">www.mpw.org/careers</a> Muscatine Power & Water’s website – Post Positions (General Advertising)
<a href="http://www.simplyhired.com">www.simplyhired.com</a> Simply Hired – Job Board (General Advertising)	Hamilton Technical College Career Fair 11/29/2017 (General Recruitment/Advertising)
Muscatine High School Career Fair 1/19/2018 (General Recruitment/Advertising)	Muscatine Community College Career Fair 4/11/2018 (General Recruitment/Advertising)
Quad Cities Career Fair 2/20/2018 (General Recruitment/Advertising)	Muscatine Power and Water Open Interviews: 7/19/2018 (Telecommunications)

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

Iowa Workforce Development, Diversity Center of Iowa, NAAAP

3.a. The total number of persons that were interviewed for full-time vacancies since August 31, 2017 was: 19

3.b. Of those persons interviewed, the following is each recruitment resource utilized in connection with the vacancies that existed since August 31, 2017:

Unsolicited	0
Employee Referrals	3
Internal (job postings)	9
Newspaper/Web Advertisement	7