

**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, 2020 to August 31, 2021.

- HelpDesk Representative (1)
- Marketing Communications Specialist (1)
- Systems Administrator (1)
- Telecommunication Technician I (C-JM) (2)

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

<b>Diversity Advertising</b>	
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)
Diversity in Research Jobs <a href="https://www.diversityinresearch.careers/jobs/iowa/">https://www.diversityinresearch.careers/jobs/iowa/</a> (General Diversity Advertising) (EMAILED)	Diversity Working <a href="https://www.diversityworking.com/home/">https://www.diversityworking.com/home/</a> (General Diversity Advertising) (EMAILED)
Greater QC Hispanic Chamber of Commerce P.O. Box 142 Moline, IL 61266 <a href="http://ggchcc.chambermaster.com/list/member/the-diversity-service-center-of-iowa-136">http://ggchcc.chambermaster.com/list/member/the-diversity-service-center-of-iowa-136</a> (General Diversity Advertising) (EMAILED)	El Heraldo Hispano Hispanic Newspaper P.O. Box 927 Mt. Pleasant, IA 52641 (General Diversity Advertising) (EMAILED)
IMDiversity 4480 General DeGaulle Dr., Suite 217 New Orleans, LA 70131 <a href="https://jobs.imdiversity.com/">https://jobs.imdiversity.com/</a> (General Diversity Advertising) (EMAILED)	Intercultural Center of Iowa 3255 Williams Boulevard SW., Suite 2 Cedar Rapids, IA 52402 <a href="http://www.interculturaliowa.org/">http://www.interculturaliowa.org/</a> (General Diversity Advertising) (EMAILED)
Iowa Vocational Rehabilitation Services 3827 W. Locust St. Davenport, IA 52804 (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
League of United Latin American Citizens of IA (LULAC) <a href="https://lulac.org">https://lulac.org</a> <a href="mailto:reyesmr1@mchsi.com">reyesmr1@mchsi.com</a> (General Diversity Advertising) (Emailed)	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 123 W Madison St. #1950 Chicago, IL 60602 <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	
<b>Recruitment Sources – General Advertising</b>	
Career Builder – Job Board <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> (General Advertising)	Career Connections – EICC <a href="https://www.eicc.edu/future-students/student-services/career-services/">https://www.eicc.edu/future-students/student-services/career-services/</a> (General Advertising)
Cy-Hire (Iowa State) <a href="https://cyhire.iastate.edu/employers/">https://cyhire.iastate.edu/employers/</a> (General Advertising)	Facebook <a href="http://www.facebook.com">www.facebook.com</a> Muscatine Power and Water’s Company Page (General Advertising)
GMCCI #makeitmuscatine Newsletter <a href="mailto:ereader@muscatine.com">ereader@muscatine.com</a> (General Advertising/Email)	Handshake (University of Iowa, Missouri S&T, Saint Ambrose) <a href="https://joinhandshake.com/">https://joinhandshake.com/</a> (General Advertising)
Iowa Association of Municipal Utilities (IAMU) <a href="https://members.iamu.org/">https://members.iamu.org/</a> <a href="mailto:jtrout@iamu.org">jtrout@iamu.org</a> (General Advertising/Email)	Iowa Workforce Development <a href="https://www.iowaworks.gov/vosnet/Default.aspx">https://www.iowaworks.gov/vosnet/Default.aspx</a> (General Advertising)
LinkedIn <a href="http://www.linkedin.com">www.linkedin.com</a> Muscatine Power and Water’s Company Page (General Advertising)	Monster – Job Board <a href="http://www.monster.com">www.monster.com</a> (General Advertising)
MPW Careers Page <a href="http://www.mpw.org/careers">www.mpw.org/careers</a> 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 <a href="https://www.eicc.edu/">https://www.eicc.edu/</a> <a href="mailto:ahenning@eicc.edu">ahenning@eicc.edu</a> (General Advertising/Email)
Orion Technical College <a href="https://orion.edu/iowa/">https://orion.edu/iowa/</a> <a href="mailto:chedrick@orion.edu">chedrick@orion.edu</a> (General Advertising)	Talent Solutions Group, Inc (TSG) 3725 Cincinnati Ave. #200 Rocklin, California 95765 <a href="http://www.talentsolutionsgroup.net">www.talentsolutionsgroup.net</a> (General Advertising/Recruitment)
Team Staffing Solutions 109 Lake Park Blvd. Muscatine, IA 52761 <a href="http://www.teamssi.com">www.teamssi.com</a> (General Advertising/Recruitment)	Temp Associates 104 Cleveland St. Muscatine, IA 52761 <a href="http://www.tempassociates.com/">www.tempassociates.com/</a> (General Advertising/Recruitment)
MPW Applicant Tracking System (ATS) Glassdoor Job Board <a href="http://www.glassdoor.com">www.glassdoor.com</a> Indeed Job Board <a href="http://www.indeed.com">www.indeed.com</a> Simply Hired Job Board <a href="http://www.simplyhired.com">www.simplyhired.com</a> RetailGigs Job Board <a href="https://www.retailgigs.com/">https://www.retailgigs.com/</a> and many more (General Advertising)	

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

Diversity Center of Iowa and MLK Diversity Center

3.a. The total number of persons that were interviewed for full-time vacancies since August 31, 2020 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, 2020:

Unsolicited	4
Employee Referrals	4
Internal (job postings)	3
Newspaper/Web Advertisement	17