

**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, 2025 to August 31, 2026.

1. Telecommunications Technician I
2. Systems Administrator I
3. Marketing Communications Specialist
4. Business Development Specialist
5. Telecommunications Training Technician
6. Systems Administrator I
7. Telecommunications Technician I
8. HelpDesk Technician I

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

Diversity Advertising	
Black World Media News (IVW21.org) https://www.blackworldmedia.net/ info@ibw21.org (General Diversity Advertising) (EMAILED)	Catherine McAuley Center 1220 5th Avenue SE Cedar Rapids, IA, 52403 https://cmc-cr.org/ info@cmc-cr.org (General Diversity Advertising) (EMAILED)
Cedar Valley Nonprofit Association (CVNA) 3117 Greenhill Cir. Cedar Falls, IA 52613 https://www.cedarvalleynonprofits.org/ coordinator@cedarvalleynonprofits.org (General Diversity Advertising) (EMAILED)	Chicago Sun Times 848 East Grand Avenue Chicago, IL 60611 https://hiring.suntimes.com/ mwozny@suntimes.com dmunoz@suntimes.com (General Diversity Advertising) (EMAILED)
Direct Employers Association 7602 Woodland Drive, Suite 200 Indianapolis, IN, 46278 https://minority.dejobs.org/ info@directemployers.org (General Diversity Advertising) (EMAILED)	Disabledperson, Inc. PO Box 230636 Encinitas, CA 92023 https://www.disabledperson.com/ info@disabledperson.com (General Diversity Advertising) (EMAILED)
Diversity in Research Jobs https://www.diversityinresearch.careers/jobs/iowa/ diradvertiser@wiley.com kmccarthy@wiley.com (General Diversity Advertising) (EMAILED)	Diversity Jobs https://www.diversityjobs.com/ info@diversityjobs.com (General Diversity Advertising) (EMAILED)
Diversity Service Center of Iowa 1514 Isett Avenue, Stop 2 Muscatine, IA 52761 dscimuscatine@gmail.com (General Diversity Advertising) (EMAILED)	Diversity Working 30211 Avenida de las Banderas #200 Rancho Santa Margarita, CA 92688 https://www.diversityworking.com/home/ steven.garcia@diversityworking.com info@diversityworking.com (General Diversity Advertising) (EMAILED)

El Herald Hispano Hispanic Newspaper 705 E Monroe St. Mt. Pleasant, IA 52641 https://heraldohispano.com/ info@heraldohispano.com (General Diversity Advertising) (EMAILED)	Future Ready Iowa 1000 East Grand Avenue Des Moines, IA 50319 https://www.futurereadyiowa.gov/job-corps-iaworks@iwd.iowa.gov (General Diversity Advertising) (EMAILED)
Goodwill of the Heartland 2001 Cedar Plaza Dr. Muscatine, IA 52761 https://www.goodwillheartland.org/venue/muscatine-hcc/storrance@goodwillheartland.org (General Diversity Advertising) (EMAILED)	Hispanic Alliance for Career Enhancement (HACE) 159 N. Sangamon Suite 248 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/main/clients/productsPres@IMDiversity.com (General Diversity Advertising) (EMAILED)	Iowa Vocational Rehabilitation Services 152 Colorado Street Muscatine, IA 52761 https://workforce.iowa.gov/vrIVRSDAReferrals@iwd.iowa.gov (General Diversity Advertising) (General Advertising) (EMAILED)
IowaWORKS Center 1801 E Kimberly Rd. Suite A Davenport, IA 52807 https://workforce.iowa.gov/jobs/iowaworks/iowaworks-davenportMartha.garcia-tappa@iwd.iowa.gov (General Diversity Advertising) (EMAILED)	League of United Latin American Citizens of IA (LULAC) 4224 Ricker Hill Rd Davenport, IA 52802 https://lulac.org/reyesmr1@mchsi.com (General Diversity Advertising) (EMAILED)
Martin Luther King Center 630 Martin Luther King Drive Rock Island, IL 61201 http://www.rigov.org/91/Martin-Luther-King-Jr-Community-CenterMLKmail@rigov.org (General Diversity Advertising) (EMAILED)	National Association of Asian American Professionals (NAAAP) 332 S Michigan Ave, Suite 121 #6055 PO Box 81138 Chicago, IL 60681 https://www.naaapchicago.org/info@naaapchicago.org (General Diversity Advertising) (EMAILED)
NIVC Services, Inc. 1225 S Harrison Ave Mason City, IA 50401 www.nivcworks.comsherry@nivcservices.org (General Diversity Advertising) (EMAILED)	Open Heartland 3 E Benton St. Iowa City, IA 52240 https://openheartland.org/who-are-weopenheartlandic@gmail.com (General Diversity Advertising) (EMAILED)
Professional Diversity Network (TalentAlly) 55 E Monroe St. Chicago, IL 60603 prodivnet.com sales@ipdnusa.com (General Diversity Advertising) (EMAILED)	Project Now 418 19th St. Rock Island, IL 61201 https://www.projectnow.org/index.phpquestions@projectnow.org (General Diversity Advertising) (EMAILED)

Quad City Alliance for Immigrants and Refugees 4709 44th St. Suite 4 Rock Island, IL 61201 https://www.qcair.org/ gcair@qcair.org (General Diversity Advertising) (EMAILED)	Refugee and Immigrant Association 533 Southgate Avenue Iowa City, IA 52240 http://refugeeimmigrant.org/contact/ Refugeelowa@gmail.com (General Diversity Advertising) (EMAILED)
Resilient Sustainable Future Iowa City (RSFIC) 1927 Keokuk Street Iowa City, IA 52240 https://en.rsfc.org/ riley@rsfc.org (General Diversity Advertising) (EMAILED)	United Way of Muscatine 615 Cedar St. Ste 200 Muscatine, IA 52761 https://unitedwaymuscatine.org/ kim@unitedwaymuscatine.org (General Diversity Advertising) (EMAILED)
Upwardly Global 123 W Madison St. #1950 Chicago, IL 60602 https://www.upwardlyglobal.org/employers media@upwardlyglobal.org (General Diversity Advertising) (EMAILED)	US Committee for Refugees (USCRI) 1200 University Ave. Suite 205 Des Moines, IA 50314 https://refugees.org/uscric-des-moines/ info@uscric-desmoines.org (General Diversity Advertising) (EMAILED)

Recruitment Sources – General Advertising	
Aureon 7760 Office Plaza Drive South West Des Moines, IA 50266 Lauren.ONeil@Aureon.com https://aureon.com/ (General Advertising/Recruitment)	Des Moines Area Community College (DMACC) 1144 7th Street Des Moines, IA 50314 https://www.facebook.com/groups/282564910132 https://www.linkedin.com/groups/9158389/ jenickelson@dmacc.edu https://www.dmacc.edu/ (General Advertising)
Diversity Service Center of Iowa 1514 Isett Avenue, Stop 2 Muscatine, IA 52761 dscimuscatine@gmail.com (General Diversity Advertising) (General Advertising/Email)	Eastern Iowa Community College (EICC) Clinton, IA Muscatine, IA Davenport, IA https://eicc.edu/ (General Advertising)
ExpressPros Davenport, IA Moline, IL https://www.expresspros.com/ Lindsey.Hanna@ExpressPros.com (General Advertising/Recruitment)	Facebook https://www.facebook.com/MPWUtility/ Muscatine Power and Water's Company Page (General Advertising)
GMCCI #makeitmuscatine Newsletter dferreira@muscatine.com abull@muscatine.com (General Advertising/Email)	Goodwill of the Heartland 2001 Cedar Plaza Dr. Muscatine, IA 52761 https://www.goodwillheartland.org/venue/muscatine-hcc/storance@goodwillheartland.org (General Diversity Advertising) (General Advertising/Email)
Iowa Association of Municipal Utilities (IAMU) https://members.iamu.org/ jtrout@iamu.org (General Advertising)	Iowa State University Ames, IA https://www.iastate.edu/ (General Advertising)
Indeed https://www.indeed.com (General Advertising)	Iowa Vocational Rehabilitation Services 152 Colorado Street Muscatine, IA 52761 https://workforce.iowa.gov/vr tabetha.geertz@iwd.iowa.gov (General Advertising)

Iowa Workforce Development https://www.iowaworks.gov/vosnet/Default.aspx (General Advertising)	LinkedIn www.linkedin.com Muscatine Power and Water's Company Page (General Advertising)
Martin Luther King Center 630 Martin Luther King Drive Rock Island, IL 61201 http://www.rigov.org/91/Martin-Luther-King-Jr-Community-Center MLKmail@rigov.org (General Advertising/Email)	MPW Applicant Tracking System (ATS) Indeed Job Board www.indeed.com Obra https://obra.co/ Simply Hired https://www.simplyhired.com/ IowaWORKS https://iowaworks.gov and many more (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 Internal Job Fairs On-site at MPW administrative offices and generation site (General Advertising)	MPW Reach TVs (Internal Advertising Signs) 3205 Cedar St. Muscatine, IA 52761 (General Advertising)
Randstad 3625 Cumberland Blvd., Suite 600 Atlanta, GA 30339 https://www.randstadusa.com/ (General Advertising/Recruitment)	The University of Iowa Iowa City, IA https://uiowa.edu/ (General Advertising)
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)
TRN Staffing 14625 Madison Ave. Lakewood, OH 44107 https://www.trnstaffing.com (General Advertising/Recruitment)	

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

Direct Employers Association, Goodwill of the Heartland and IMDiversity, Inc.

3.a. The total number of persons that were interviewed for full-time vacancies since August 31, 2025 was: 45

3.b. Of those persons interviewed, the following is each recruitment resource utilized in connection with the vacancies that existed since August 31, 2025:

Unsolicited	6
Employee Referrals	10
Internal (job postings)	6
Newspaper/Web Advertisement	23