

**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital & Video Marketing Assistant	1-5, 8-15, 18, 20-23, 25-26, 28-35, 37-40	11
Digital News Producer	1-5, 8-15, 18, 20-21, 23, 25-26, 28-35, 37-40	9
Digital News Producer	1-5, 8-15, 18, 20-21, 23, 25-26, 28-35, 37-40	9
Twin Cities/Minnesota State Capitol Reporter	1-5, 7-15, 18, 20-21, 23, 25-26, 28-32, 34-35, 37-40	7
Creative Services Producer	1-5, 8-15, 18, 20-21, 23, 25-26, 28-35, 37-40	11
Sports Anchor/MMJ	1-5, 8-15, 17-18, 20-21, 23, 25-26, 28-35, 37-40	9
MCO/Director (Weekday Morning)	1-5, 8-15, 18, 20-21, 23, 25-26, 28-35, 37-40	10
Multimedia Journalist	2-5, 7-15, 17-18, 21, 23, 25-26, 28-35, 37-40	17
Multimedia Journalist	2-5, 7-15, 17-18, 21, 23, 25-26, 28-35, 37-40	7
General Sales Manager	1-5, 8-15, 18, 21, 23, 25-26, 28-35, 37-40	9
Lifestyle Producer/Co-Host	1-5, 8-15, 17-18, 21, 23, 25-26, 28-32, 34-35, 37-40	17
Meteorologist (Weekend)	1-6, 8-16, 18, 21, 23, 25-40	6
News Reporter/Anchor (Morning)	1-5, 8-15, 17-18, 21, 23-32, 34-35, 37-40	24
Digital News Anchor (Evening)	1-5, 8-15, 17-18, 21, 23, 25-26, 28-35, 37-40	9
Creative Services Producer	1-5, 8-15, 17-18, 21, 23, 25-26, 28-35, 37-40	17
Digital/Video Marketing Assistant	1-5, 8-15, 18, 21, 23, 25-26, 28-35, 37-40	11
Community Engagement Coordinator	1-5, 7-13, 18-21, 23, 25-26, 28-35, 37-40	7

**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Arizona State University Attn: Michael Wong P. O. Box 871305 Tempe, Arizona 85287 Phone : 602-527-0820 Email : mike.wong@asu.edu Mike Wong	N	0
2	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Service	N	0
3	Broadcasting & Cable 28 East 28th Street 12th Floor New York, New York 10016 Phone : 212-378-0400 Classified Ads Manual Posting	N	0
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Career Service Manual Posting	N	0
6	Corporate Recruiter	N	1
7	Employee Referral	N	3
8	Gray Television 4370 Peachtree Road, NE Suite 400 Atlanta, Georgia 30319 Phone : 313-622-3323 Diane Douglas Manual Posting	N	0

**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	15
10	Handshake online address online address, Minnesota Online Online Manual Posting	N	1
11	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	19
12	Indiana Broadcasters Association 3003 E 98th St Indianapolis, Indiana 46820 Phone : 317-573-0119 Email : <a href="mailto:indba@aol.com">indba@aol.com</a> Fax : 1-317-573-0895 Gwen Piening	N	0
13	KTTC On-Air 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : <a href="mailto:jneyens@kttc.com">jneyens@kttc.com</a> Fax : 1-507-288-6324 Jodi Neyens	N	0
14	KTTC Web Site 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : <a href="http://www.kttc.com">www.kttc.com</a> Email : <a href="mailto:Miranda.Johnson@gray.tv">Miranda.Johnson@gray.tv</a> Fax : 1-507-288-3278 Miranda Johnson	N	0
15	KXLT Website Rochester, Minnesota 55901 Email : <a href="mailto:Miranda.Johnson@gray.tv">Miranda.Johnson@gray.tv</a> Miranda Johnson	N	0

**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	Linked In	N	1
17	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	10
18	Minnesota Broadcasters Assn 3033 Excelsior Blvd Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
19	Minnesota DEED 1st Bank Bldg 322 Minnesota St, Suite E200 St. Paul, Minnesota 55101-1351 Phone : 651-259-7557 Email : jim.finley@state.mn.us Jim Finley	N	0
20	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0
21	Mississippi State University PO Box P Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : www.career.msstate.edu Email : msuinfo@ur.msstate.edu Career Service Center	N	0
22	Missouri School of Journalism 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : collinsks@missouri.edu Barbara Willis	N	0

**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
23	National Alliance State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
24	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	1
25	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 840 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljia.org Fax : 1-202-588-1818 Career Service	N	0
26	Ohio School of Journalism Park Place & Court St Athens, Ohio 45701 Phone : 740-593-2503 Email : foxr1@ohio.edu Becky Fox	N	0
27	Penn State University 502 Walker Building University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : meteojobs@meteo.psu.edu Ginger Kowalchuk	N	0
28	Riverland Community College 1900 8th Ave NW Austin, Minnesota 55912 Phone : 507-433-0517 Email : dani.heiny@riverland.edu Fax : 1-507-433-0524 Dani Heiny	N	0

**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
29	TV News Check 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 215-901-9495 Url : <a href="http://www.newscheckmedia.com">http://www.newscheckmedia.com</a> Stephen Stoltz Manual Posting	N	0
30	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
31	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Email : <a href="mailto:Christine.Mahoney@Colorado.EDU">Christine.Mahoney@Colorado.EDU</a> Fax : 1-303-492-0969 Christine Mahoney	Y	0
32	University of Kansas 2066 Dole Center 1000 Sunnyside Lawrence, Kansas 66045 Phone : 785-864-0608 Email : <a href="mailto:utsler@ku.edu">utsler@ku.edu</a> Dr. Max Utsler	N	0
33	University of Wisc - Madison Atmospheric & Oceanic Science 1225 W Dayton St. Madison, Wisconsin 53706 Phone : 608-262-2828 Email : <a href="mailto:aos@aos.wisc.edu">aos@aos.wisc.edu</a> Fax : 1-608-262-0166 Sue Foldy	N	0
34	University of Wisc - Madison Letters & Science Career Serv 1305 Linden Dr. Suite 205 Madison, Wisconsin 53715 Phone : 608-262-3921 Fax : 1-608-262-3922 Job Posting Manual Posting	N	0

**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
35	UNL, Broadcasting Dept. 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-0876 Url : <a href="http://www.journalism.unl.edu/cojmc/careers/jobsubmit.shtml">www.journalism.unl.edu/cojmc/careers/jobsubmit.shtml</a> Marilyn Hahn Manual Posting	N	0
36	Valparaiso University 1700 Chapel Drive Valparaiso, Indiana 46383 Phone : 219-464-5140 Email : Rusta.Ault@valpo.edu Rusta Ault	N	0
37	Veteran's Services 2100 Campus Dr SE Suite 200 Rochester, Minnesota 55904 Phone : 507-328-6355 Email : applen.karen@co.olmsted.mn.us Karen Applen	N	0
38	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0
39	Workforce Development 2070 College View Road East Rochester, Minnesota 55904 Phone : 507-252-6529 Email : erice@wdimn.org Erica Rice	N	0
40	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>51</b>

**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/3/2023	Participation in Job Fairs	KTTC participated in "Beyond High School Day" at Triton High School. This was a career fair in Dodge Center, MN which allowed us to focus on sharing our internship program as well as our positions that do not require a post-secondary education. We were able to connect with over 300 students in this local high school at the western edge of our DMA.	3	General Sales Manager Director of Marketing Community Engagement Coordinator
2	Ongoing Event	Provision of training to management	KTTC's Office Manager and News Director participated in Workplace Integrity: Train the Trainers Workshop on February 27-28, 2023. The Workplace Integrity Program has been embraced at KTTC to lead our staff into a new culture of kindness, respect and acceptance. We are training champions in the workplace to lead future employees through the program in the future.	2	News Director Office Manager
3	4/20/2023	Provision of training to management	KTTC's Office Manager participated in a training session provided by legal representation from Wiley Rein, LLP on the FCC's Equal Opportunity Rules. this webinar ensures that appropriate oversight is provided to KTTC's hiring practices and that station hiring practices are compliant with fair labor practices	1	Office Manager
4	6/16/2023	Establishment of an intern program designed to assist members of the community	KTTC's Internship Program is designed to enhance the student's career goals, teach them how a television station operates, and provide hands-on learning opportunity in news, production, marketing or sales.  KTTC hosted two interns in 2023 representing Iowa State University and University of Wisconsin - Eau Claire. One intern spent the summer in our News, learning reporting, producing and videography. The other spent the summer in Meteorology.	4	News Director Chief Meteorologist Multimedia Journalist Chief Photographer



**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	9/13/2023	Participation in Job Fairs	<p>KTTC attended the "Find Your Future" career fair at Rochester Community and Technical College in Rochester, MN (RCTC). RCTC has recently re-established its Mass Communications program and KTTC is excited to develop our partnership with our local community college.</p> <p>At this career fair, we shared information on current job openings at KTTC and at Gray Media, how to find openings, how to apply, as well as information on our "Future Forward" internship program at Gray Media.</p>	5	Director of Technology News Director Digital Anchor Community Engagement Coordinator
6	10/19/2023	Participation in Job Fairs	<p>KTTC had strong participation in Winona State University's Career and Internship Fair. This event allowed KTTC to network with WSU students and faculty coordinators as well as inspire students for the future.</p> <p>KTTC met with students in the morning to give feedback to students about their resumes and interviewing skills. In the afternoon, they provided information to students about Broadcast as a career option, KTTC and Gray Media's internship programs, and also provided an interactive demonstration that allowed students to step into the shoes of a reporter in the field.</p>	8	Director of Technology News Director General Sales Manager Community Engagement Coordinator

**KTTC Television**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	11/14/2023	Participation in Job Fairs	<p>KTTC's participated in the Rochester Chamber of Conference's 2023 STEAM Summit. The STEAM Summit encourages more than 1,700 middle and high school students in the Rochester area to pursue science, technology, engineering, art and math careers by connecting them to business and higher educational institutions which offer STEAM courses in a highly interactive, hands-on format.</p> <p>KTTC provided information to students about Broadcast as a career option, KTTC and Gray Media's internship programs, and also provided and interactive demonstration that allowed students to step into the shoes of a reporter in the field.</p>	5	<p>Director Technology</p> <p>Chief Meteorologist</p> <p>Community Engagement Coordinator</p> <p>Multimedia Journalist</p>