

KIMT
EEO PUBLIC FILE REPORT
January 17, 2017 - September 30, 2017

I. VACANCY LIST

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|----------------------------|--|-------------------------------|
| Daybreak Anchor | 1, 3-5, 7-11, 13-15, 18-20, 22-32 | 24 |
| Account Executive | 1, 3, 5, 7-11, 13-15, 17-20, 22-32 | 24 |
| Digital Content Director | 1, 3-5, 7-11, 13-15, 18-20, 22-32 | 24 |
| Producer/ Director | 1, 3, 5, 7-15, 18-20, 22-32 | 24 |
| Multimedia Journalist | 1, 3-5, 7-11, 13-15, 17-20, 23-32 | 32 |
| Producer | 1, 3-5, 7-15, 17-20, 23-32 | 12 |
| Producer | 1, 3-5, 7-9, 11, 13-15, 17-20, 23-32 | 4 |
| Multimedia Journalist | 1, 3-5, 7-9, 11, 13-15, 17-20, 22-32 | 4 |
| Community Affairs Director | 1, 3, 5, 7-15, 18-20, 22-32 | 24 |
| Director | 1, 3-5, 7-9, 11-20, 22-32 | 16 |
| Director | 1, 3-5, 7-9, 11-15, 17-20, 22-32 | 24 |
| Morning Meteorologist | 1, 3-5, 7-9, 11-15, 17-20, 22-32 | 4 |
| IT Specialist | 1-3, 5, 7-9, 11-32 | 17 |
| Account Executive | 3-5, 7-20, 22-32 | 24 |
| Master Control Operator | 2, 4-8, 10-11, 13, 15, 19-20, 24, 30-32 | 4 |

KIMT
EEO PUBLIC FILE REPORT
January 17, 2017 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | Brown College 1345 Mendota Heights Dr. Mendota Heights, Minnesota 55120 Phone : 651-905-3400 Url : http://www.browncollege.edu Email : cdye@mh.sanfordbrown.edu Christine Dye | N | 0 |
| 2 | Current Employee | N | 3 |
| 3 | Drake University 2507 University Drive Des Moines, Iowa 50311 Phone : 515-271-3721 Url : http://www.drake.edu Email : shari.tenney@drake.edu Shari Tenney | N | 0 |
| 4 | Employee Referral | N | 15 |
| 5 | Globe University 251 Pennington Dr. NW Rochester, Minnesota 55901 Phone : 507-536-9500 Url : http://www.msbcollege.edu Email : cmartinson@msbcollege.edu Charlie Martinson | Y | 0 |
| 6 | Indeed.com - Not Directly Contacted by SEU | N | 1 |
| 7 | Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Url : www.iowabroadcasters.com Sue Thoma Manual Posting | N | 0 |
| 8 | Iowa Central Community College 3330 Avenue M Ft. Dodge, Iowa 50501 Phone : 515-574-1075 Url : http://www.iccc.cci.ia.us Email : careerservices@iowacentral.edu Jessia Kavanaugh | Y | 0 |

KIMT
EEO PUBLIC FILE REPORT
January 17, 2017 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 9 | Iowa State University 202 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Url : www.iastate.edu Mary Ullestad Manual Posting | N | 1 |
| 10 | Iowa Works 600 S. Pierce Mason City, Iowa 50401 Phone : 641-422-1524 Url : http://www.iowaworks.org Email : denise.aigner@iwd.iowa.gov Denise Aigner | N | 0 |
| 11 | Kaplan University 2570 4th St. SW Mason City, Iowa 50401 Phone : 641-423-2530 Url : http://www.kaplanuniversity.edu Email : peden@kaplan.edu Patty Eden | N | 0 |
| 12 | Luther College 700 College Drive Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Lynn Ingvalson | N | 2 |
| 13 | MediaLine PO Box 51909 Pacific Grove, California Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone | Y | 0 |
| 14 | Medill School of Journalism-Northwestern 1845 Sheridan Road Evanston, Illinois Phone : 847-467-1882 Url : http://www.medill.northwestern.edu Email : j-obrien@northwestern.edu Jim O'Brien | N | 0 |

KIMT
EEO PUBLIC FILE REPORT
January 17, 2017 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 15 | Minneapolis College of Art and Design 2501 Stevens Ave. S. Minneapolis, Minnesota 55404 Phone : 612-874-3721 Url : http://www.mcad.edu Email : careers@mcad.edu Phyllis Ware | Y | 0 |
| 16 | Minnesota Broadcasters Association 3033 Excelsior Blvd., Suite 440 Minneapolis, Minnesota 55416 Email : llasere@minnesotabroadcasters.com Linda LaSere | N | 1 |
| 17 | Minnesota Dept. of Employment and Economic Development 1st National Bank Building 332 Minnesota St., Suite E-200 St. Paul, Minnesota 55101-1351 Phone : 6512597557 Jim Finley Manual Posting | N | 1 |
| 18 | Missouri State University 901 S. National Avenue Springfield, Missouri 65897 Phone : 417-836-5636 Url : www.missouristate.edu Chalanda Johnson Manual Posting | N | 0 |
| 19 | North Iowa Area Community College 500 College Drive Mason City, Iowa 50401 Phone : 641-423-1264 Url : http://www.niacc.edu Tina Kunzman Manual Posting | N | 0 |
| 20 | Riverland Community College 1900 8th Ave. NW Austin, Minnesota 55912 Phone : 507-433-0600 Url : http://www.riverland.cc.mn.us Kris Gullord Manual Posting | Y | 0 |

KIMT
EEO PUBLIC FILE REPORT
January 17, 2017 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 21 | Rochester Post Bulletin PO Box 6188 Rochester, Minnesota 55903 Melissa Walfoort Manual Posting | N | 3 |
| 22 | South Dakota State University PO Box 511 Brookings, South Dakota Phone : 605-688-4425 Url : http://www.sdstate.edu Susan Fredrikson Manual Posting | N | 0 |
| 23 | St. Cloud State University 720 4th Ave. S. Centennial Hall, Suite 215 St. Cloud, Minnesota 56301 Phone : 320-308-4018 Url : www.stcloudstate.edu Andrew Ditlevson Manual Posting | Y | 0 |
| 24 | Station Website - KIMT.com 112 N. Pennsylvania Avenue Mason City, Iowa 50401 Phone : 641-423-2540 Url : kimt.com Karen Norton Manual Posting | N | 13 |
| 25 | TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Mark Holloway Manual Posting | N | 1 |
| 26 | University of Arkansas 1 University of Arkansas Fayetteville, Arkansas Phone : 479-575-2804 Url : http://www.uark.edu Lori Mager Manual Posting | N | 0 |

KIMT
EEO PUBLIC FILE REPORT
January 17, 2017 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 27 | University of Iowa 100 Pomerantz Center, 3rd Floor Iowa City, Iowa 52242 Phone : 319-335-1023 Url : www.uiowa.edu Sherry Rhinehart Manual Posting | N | 0 |
| 28 | University of Missouri 101 Hill Hall Columbia, Missouri 65211 Phone : 573-882-7772 Url : www.missouri.edu Michelle Bollinger Manual Posting | N | 0 |
| 29 | University of Northern Iowa 214 E. Bartlett Cedar Falls, Iowa 50614 Phone : 319-273-2061 Url : www.uni.edu Kristin Cahill Manual Posting | N | 0 |
| 30 | University of St. Thomas 2115 Summit Avenue St. Paul, Minnesota 55105 Phone : 651-962-5000 Url : http://www.stthomas.edu Email : career@stthomas.edu Pa Nhia Lee | Y | 0 |
| 31 | Waldorf College Career Center 106 S. 6th St. Forest City, Iowa 50436 Phone : 641-585-2450 Url : http://www.waldorf.edu Email : reisettem@waldorf.edu Mary Reisetter | Y | 0 |
| 32 | Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Url : http://www.wartburg.edu Email : careers@wartburg.edu Derek Solheim | Y | 1 |

KIMT
EEO PUBLIC FILE REPORT
January 17, 2017 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|-----------------------|--|---|
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 42 |

KIMT
EEO PUBLIC FILE REPORT
January 17, 2017 - September 30, 2017

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|-------------------------------------|
| 1 | 2/21/2017 | Participation in Job Fairs | KIMT Business Administrator actively recruited for open positions and the KIMT internship program on the campus of Wartburg College in Waverly, Iowa. | 1 | Business Administrator |
| 2 | 3/2/2017 | Participation in Job Fairs | KIMT Business Administrator actively recruited for open positions and the KIMT internship program on the campus of Luther College in Decorah, Iowa. | 1 | Business Administrator |
| 3 | 3/22/2017 | Participation in Job Fairs | KIMT Business Administrator actively recruited for open positions and the KIMT internship program at the Waldorf University Spring Career and Internship Fair. | 1 | Business Administrator |
| 4 | 4/4/2017 | Participation in events or programs sponsored by educational institutions | KIMT anchors participated in a speed networking event on the campus of the University of Iowa during which they spoke to students about their careers and opportunities in the field of broadcast journalism. | 2 | Anchor Sports Director/Anchor |
| 5 | 4/5/2017 | Participation in Job Fairs | KIMT Business Administrator actively recruited for open positions at the North Iowa Career Fair held on the campus of North Iowa Area Community College. | 1 | Business Administrator |
| 6 | 4/7/2017 | Participation in events or programs sponsored by educational institutions | KIMT reporter spoke to a group of Journalism students on the campus of North Iowa Area Community College about his experiences and opportunities in broadcasting. | 1 | Reporter |
| 7 | 5/10/2017 | Participation in events or programs sponsored by educational institutions | KIMT anchor spoke to a group of journalism students on the campus of North Iowa Area Community College regarding her experiences and opportunities in the field of broadcasting. | 1 | Anchor |
| 8 | 6/5/2017 | Establishment of an intern program designed to assist members of the community | The station hosted a student from Central College who interned in the News Department from June 5, 2017 to August 18, 2017 for credit hours. | 1 | News Director |