

KIMT
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
Anchor	2, 4-5, 7, 9-12, 14, 17-19, 22, 24, 26-36	5
Sports Director	1, 3, 9-11, 16-22, 24-37	3
Multimedia Journalist	1-2, 9-12, 16-19, 22-37	2
Chief Meteorologist	2-3, 9-11, 15, 17-19, 21-22, 24-37	29
Multimedia Journalist	4-5, 9-11, 17-19, 21-22, 24-37	28
Master Control Operator	3, 6, 9-10, 12, 17, 19, 24-25, 27-28, 34-37	3
Account Executive - Rochester, MN	4-5, 8-11, 13, 17-19, 21-22, 24-37	8
Media Specialist	9-10, 17, 19, 21, 24-25, 27-29, 34-37	28
Weekend Meteorologist/MMJ	2, 4-5, 9-11, 13, 17-19, 22, 24-37	2
Producer	4-5, 9-11, 13, 17-19, 21-22, 24-37	5
Multimedia Journalist	4, 9-12, 16-19, 22, 24-37	29
Producer	4-5, 9-11, 13, 16-22, 24-37	5
Producer	4-5, 9-11, 13, 16-22, 24-37	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bethany Lutheran College 700 Luther Drive Mankato , Minnesota 56001 Phone : (507) 344-7317 Barb Dressen Manual Posting	N	0
2	Consultant Referral 8500 Normandale Lake Blvd., Suite 630 Minneapolis, Minnesota 55437 Phone : 651-295-5950 Email : jseebold@magid.com Julie Seebold	N	5
3	Current Employee	N	4
4	Drake University 2507 University Drive Des Moines, Iowa 50311 Phone : 515-271-3721 Url : http://www.drake.edu Annette Watson Manual Posting	N	0
5	Employee Referral	N	16
6	Globe Gazette 300 N. Washington Mason City, Iowa 50401 Trisha Hardcastle Manual Posting	N	1
7	Globe University 251 Pennington Dr. NW Rochester, Minnesota 55901 Phone : 507-536-9500 Url : http://www.msbcollge.edu Email : cmartinson@msbcollge.edu Charlie Martinson	N	0
8	Indeed.com - Not Directly Contacted by SEU	N	1
9	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Url : www.iowabroadcasters.com Sue Thoma Manual Posting	N	0

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10	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 Jessica Kavanaugh	Y	0
11	Iowa State University 202 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Url : www.iastate.edu Mary Ullestad Manual Posting	N	0
12	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
13	Kansas State University 154 Berney Family Welcome Center 705 N. 17th St. Manhattan , Kansas 66506 Phone : 785-532-1681 Debbie Owens Manual Posting	N	0
14	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
15	Linked In	N	1
16	Luther College 700 College Drive Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Lynn Ingvalson	N	0

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17	MediaLine PO Box 51909 Pacific Grove, California Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
18	Medill School of Journalism-Northwestern 1845 Sheridan Road Evanston, Illinois Phone : 847-467-1882 Url : http://www.medill.northwestern.edu Jim O'Brien Manual Posting	N	0
19	Minneapolis College of Art and Design 2501 Stevens Ave. S. Minneapolis, Minnesota 55404 Phone : 612-874-3721 Url : http://www.mcad.edu Phyllis Ware Manual Posting	Y	0
20	Minnesota Broadcasters Association 401 N. 3rd St, Suite 370 Minneapolis, Minnesota 55401 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Linda LaSere	N	0
21	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	0
22	Missouri State University 901 S. National Avenue Springfield, Missouri 65897 Phone : 417-836-5636 Url : www.missouristate.edu Chalanda Johnson Manual Posting	N	0
23	Non-Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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
25	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
26	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
27	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
28	Station Website - KIMT.com 112 N. Pennsylvania Avenue Mason City, Iowa 50401 Phone : 641-423-2540 Url : kimt.com Karen Norton Manual Posting	N	5
29	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Mark Holloway Manual Posting	N	6

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30	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas Phone : 479-575-2804 Url : http://www.uark.edu Lori Mager Manual Posting	N	0
31	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
32	University of Missouri 101 Hill Hall Columbia, Missouri 65211 Phone : 573-882-7772 Url : www.missouri.edu Michelle Bollinger Manual Posting	N	0
33	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
34	University of St. Thomas 2115 Summit Avenue St. Paul, Minnesota 55105 Phone : 651-962-5000 Url : http://www.stthomas.edu Email : career@stthomas.edu Career Development Center	Y	0
35	Waldorf College Career Center 106 S. 6th St. Forest City, Iowa 50436 Phone : 641-585-2450 Url : http://www.waldorf.edu Email : reissettem@waldorf.edu Mary Reissetter	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Url : http://www.wartburg.edu Email : careers@wartburg.edu Derek Solheim	Y	0
37	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			40

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/4/2018	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
2	10/25/2018	Participation in Job Fairs	KIMT Business Administrator actively recruited for open positions at the Mankato Area Job Fair at the Mankato Armory in Mankato, Minnesota.	1	Business Administrator
3	11/2/2018	Participation in events or programs sponsored by educational institutions	KIMT News Director participated in the Fast Forward Workshop hosted by the University of Northern Iowa's Department of Communication Studies on the University's campus in Cedar Falls, Iowa, providing media students the opportunity to interact with professionals from the broadcasting industry.	1	News Director
4	11/12/2018	Participation in events or programs sponsored by educational institutions	KIMT Evening Anchor spoke to a group of Journalism students on the campus of North Iowa Area Community College in Mason City, Iowa, about her experiences and opportunities in broadcasting.	1	Anchor
5	11/28/2018	Participation in events sponsored by community groups	KIMT Evening Anchor participated in the YIELD (Youth Investing Energy in Leadership Development) panel sponsored by the Mason City Chamber of Commerce where she spoke to high school students about her experiences in journalism and encouraged them to explore the field of broadcasting.	1	Anchor
6	12/18/2018	Participation in events or programs sponsored by educational institutions	KIMT Evening Anchor spoke to a group of students from area schools on the campus of North Iowa Area Community College in Mason City, Iowa about her experiences and opportunities in the field of broadcasting.	1	Anchor
7	2/21/2019	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

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8	3/7/2019	Participation in Job Fairs	KIMT Business Administrator and KIMT News Producer actively recruited for open positions and the KIMT internship program on the campus of Luther College in Decorah, Iowa.	2	Business Administrator Producer
9	3/13/2019	Participation in Job Fairs	KIMT Business Administrator actively recruited for open positions and the KIMT internship program on the campus of Waldorf College in Forest City, Iowa.	1	Business Administrator
10	3/14/2019	Provision of training to management	KIMT Management team members participated in training conducted by Attorney Elizabeth Goldin of Wiley Rein, LLP, that provided an overview and explanation of the FCC's Equal Employment Opportunity rules and policies.	6	Business Administrator Programming Manager Chief Engineer General Sales Manager
11	4/10/2019	Participation in events or programs sponsored by educational institutions	KIMT Business Administrator actively recruited for open positions at the North Iowa Job and Career Fair held on the campus of North Iowa Area Community College in Mason City, Iowa.	1	Business Administrator
12	9/12/2019	Participation in Job Fairs	KIMT Business Administrator actively recruited for open positions at the Mankato Job Fair hosted by Jobs HQ in Mankato, Minnesota.	1	Business Administrator