

**KIMT**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
MMJ	2, 4-5, 7, 9-11, 14, 17-19, 21-22, 24-25, 27-36	5
Commercial Producer	2, 4-5, 7, 9-12, 14, 16-22, 24-36	5
Weekend Anchor/MMJ	4-5, 7, 9-11, 14, 16-22, 24-36	28
MMJ	4-5, 7, 9-11, 14, 16-22, 24-36	5
Director	5, 7, 9-12, 14, 16-19, 22, 24-36	5
Master Control Operator	3, 5-10, 12, 14, 17, 19, 24-25, 27-28, 34-36	3
News Content Manager	4, 7, 9-11, 14, 16-22, 24-36	28
Director - DayBreak	4, 7-11, 13-14, 16-36	13
Multimedia Journalist	4-5, 7, 9-12, 14, 16-22, 24-36	16
Multimedia Journalist	4-5, 7, 9-12, 14, 16-22, 24-36	28
Multimedia Journalist	4-5, 7, 9-12, 14, 16-19, 22, 24-36	5
Multimedia Journalist - Mason City, IA	4, 9-12, 14, 16-19, 22, 24-36, 38	29
Evening Anchor - Rochester, MN	3-4, 9-11, 14, 16-22, 24-36, 38	3
Director	1, 3-4, 9-12, 16-19, 22, 24-36, 38	3
Weekend Sports Anchor/Reporter	1, 9-11, 13, 15-22, 24-36, 38	15
Director	1, 9-11, 16-22, 24-38	37

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<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	Bethany Lutheran College 700 Luther Drive Mankato , Minnesota 56001 Phone : (507) 344-7317 Barb Dressen Manual Posting	N	0
2	Brown College 1345 Mendota Heights Dr. Mendota Heights, Minnesota 55120 Phone : 651-905-3400 Url : <a href="http://www.browncollege.edu">http://www.browncollege.edu</a> Email : <a href="mailto:cdye@mh.sanfordbrown.edu">cdye@mh.sanfordbrown.edu</a> Christine Dye	N	0
3	Current Employee/Internal Promotion	N	3
4	Drake University 2507 University Drive Des Moines, Iowa 50311 Phone : 515-271-3721 Url : <a href="http://www.drake.edu">http://www.drake.edu</a> Annette Watson Manual Posting	N	0
5	Employee Referral	N	11
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 : <a href="http://www.msbcollge.edu">http://www.msbcollge.edu</a> Email : <a href="mailto:cmartinson@msbcollge.edu">cmartinson@msbcollge.edu</a> Charlie Martinson	N	0
8	Indeed.com - Not Directly Contacted by SEU	N	3
9	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Url : <a href="http://www.iowabroadcasters.com">www.iowabroadcasters.com</a> Sue Thoma Manual Posting	N	2

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10	Iowa Central Community College 3330 Avenue M Ft. Dodge, Iowa 50501 Phone : 515-574-1075 Url : <a href="http://www.iccc.cci.ia.us">http://www.iccc.cci.ia.us</a> Email : <a href="mailto:careerservices@iowacentral.edu">careerservices@iowacentral.edu</a> Jessica Kavanaugh	Y	0
11	Iowa State University 202 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Url : <a href="http://www.iastate.edu">www.iastate.edu</a> Mary Ullestad Manual Posting	N	0
12	Iowa Works 600 S. Pierce Mason City, Iowa 50401 Phone : 641-422-1524 Url : <a href="http://www.iowaworks.org">http://www.iowaworks.org</a> Email : <a href="mailto:denise.aigner@iwd.iowa.gov">denise.aigner@iwd.iowa.gov</a> Denise Aigner	N	1
13	Job Fair	N	2
14	Kaplan University 2570 4th St. SW Mason City, Iowa 50401 Phone : 641-423-2530 Url : <a href="http://www.kaplanuniversity.edu">http://www.kaplanuniversity.edu</a> Email : <a href="mailto:peden@kaplan.edu">peden@kaplan.edu</a> Patty Eden	N	0
15	Linked In	N	1
16	Luther College 700 College Drive Decorah, Iowa 52101 Phone : 563-387-1025 Email : <a href="mailto:career@luther.edu">career@luther.edu</a> Lynn Ingvalson	N	1

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17	MediaLine PO Box 51909 Pacific Grove, California Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	Y	0
18	Medill School of Journalism-Northwestern 1845 Sheridan Road Evanston, Illinois Phone : 847-467-1882 Url : <a href="http://www.medill.northwestern.edu">http://www.medill.northwestern.edu</a> 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 : <a href="http://www.mcad.edu">http://www.mcad.edu</a> Email : <a href="mailto:careers@mcad.edu">careers@mcad.edu</a> Phyllis Ware	Y	0
20	Minnesota Broadcasters Association 401 N. 3rd St, Suite 370 Minneapolis, Minnesota 55401 Phone : 612-926-8123 Email : <a href="mailto:llasere@minnesotabroadcasters.com">llasere@minnesotabroadcasters.com</a> 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 : <a href="http://www.missouristate.edu">www.missouristate.edu</a> Chalanda Johnson Manual Posting	N	0
23	Non-Employee Referral	N	1

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24	North Iowa Area Community College 500 College Drive Mason City, Iowa 50401 Phone : 641-423-1264 Url : <a href="http://www.niacc.edu">http://www.niacc.edu</a> Tina Kunzman Manual Posting	N	0
25	Riverland Community College 1900 8th Ave. NW Austin, Minnesota 55912 Phone : 507-433-0600 Url : <a href="http://www.riverland.cc.mn.us">http://www.riverland.cc.mn.us</a> Kris Gullord Manual Posting	Y	0
26	South Dakota State University PO Box 511 Brookings, South Dakota Phone : 605-688-4425 Url : <a href="http://www.sdstate.edu">http://www.sdstate.edu</a> 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 : <a href="http://www.stcloudstate.edu">www.stcloudstate.edu</a> Andrew Ditlevson Manual Posting	Y	0
28	Station Website - KIMT.com 112 N. Pennsylvania Avenue Mason City, Iowa 50401 Phone : 641-423-2540 Url : <a href="http://kimt.com">kimt.com</a> Karen Norton Manual Posting	N	16
29	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway Manual Posting	N	5

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30	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas Phone : 479-575-2804 Url : <a href="http://www.uark.edu">http://www.uark.edu</a> Lori Mager Manual Posting	N	0
31	University of Iowa 100 Pomerantz Center, 3rd Floor Iowa City, Iowa 52242 Phone : 319-335-1023 Url : <a href="http://www.uiowa.edu">www.uiowa.edu</a> Sherry Rhinehart Manual Posting	N	0
32	University of Missouri 101 Hill Hall Columbia, Missouri 65211 Phone : 573-882-7772 Url : <a href="http://www.missouri.edu">www.missouri.edu</a> Michelle Bollinger Manual Posting	N	0
33	University of Northern Iowa 214 E. Bartlett Cedar Falls, Iowa 50614 Phone : 319-273-2061 Url : <a href="http://www.uni.edu">www.uni.edu</a> Kristin Cahill Manual Posting	N	0
34	University of St. Thomas 2115 Summit Avenue St. Paul, Minnesota 55105 Phone : 651-962-5000 Url : <a href="http://www.stthomas.edu">http://www.stthomas.edu</a> Email : <a href="mailto:career@stthomas.edu">career@stthomas.edu</a> Career Development Center	Y	0
35	Waldorf College Career Center 106 S. 6th St. Forest City, Iowa 50436 Phone : 641-585-2450 Url : <a href="http://www.waldorf.edu">http://www.waldorf.edu</a> Email : <a href="mailto:reissettem@waldorf.edu">reissettem@waldorf.edu</a> Mary Reissetter	Y	0

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36	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Url : <a href="http://www.wartburg.edu">http://www.wartburg.edu</a> Email : <a href="mailto:careers@wartburg.edu">careers@wartburg.edu</a> Derek Solheim	Y	0
37	Word of Mouth Referral	N	1
38	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>48</b>

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**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	10/3/2017	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
2	10/5/2017	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
3	10/20/2017	Participation in events or programs sponsored by educational institutions	KIMT News Director, Jaime Copley, 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	2/6/2018	Participation in Job Fairs	KIMT Business Administrator, Karen Norton, actively recruited for open positions at the Mankato Regional Job Fair at Country Inn & Suites in Mankato, Minnesota.	1	Business Administrator
5	2/27/2018	Participation in Job Fairs	KIMT Business Administrator, Karen Norton, actively recruited for open positions and the KIMT internship program on the campus of Wartburg College in Waverly, Iowa.	1	Business Administrator
6	3/1/2018	Participation in Job Fairs	KIMT Business Administrator, Karen Norton, actively recruited for open positions and the KIMT internship program on the campus of Luther College in Decorah, Iowa.	1	Business Administrator
7	3/14/2018	Participation in Job Fairs	KIMT Business Administrator, Karen Norton, actively recruited for open positions and the KIMT internship program on the campus of Waldorf University in Forest City, Iowa.	1	Business Administrator
8	4/4/2018	Participation in Job Fairs	KIMT Business Administrator, Karen Norton, actively recruited for open positions at the North Iowa Job and Career Fair held on the campus of North Iowa Area Community College.	1	Business Administrator



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9	4/11/2018	Participation in Job Fairs	KIMT Business Administrator, Karen Norton, actively recruited for open positions at the Albert Lea Job Fair at Northbridge Mall in Albert Lea, Minnesota.	1	Business Administrator
10	8/23/2018	Establishment of an intern program designed to assist members of the community	The station hosted a student from Iowa Central Community College who interned in the News Department from May 14, 2018 to August 20, 2018 for credit hours.	1	News Director