

**KIMT**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 30, 2020**

**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>
Multimedia Journalist - Mason City, IA	2-3, 5-13, 16-30	3
Director	2-7, 9-30	21
Commercial Producer	2-3, 5-7, 9-30	3
Commercial Producer	2-3, 5-7, 9-30	21
Multimedia Journalist	2-7, 9, 11-13, 15-30	3
Multimedia Journalist	2-7, 9-30	21
Multimedia Journalist	2-7, 9-30	4
Multimedia Journalist	2-7, 9-30	21
Traffic/National Sales Assistant	1, 5-6, 8, 13, 17-18, 20-21, 27-30	1
Director	2, 5-7, 9-30	21

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**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>
1	Current Employee	N	1
2	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
3	Employee Referral	N	12
4	Indeed.com - Not Directly Contacted by SEU	N	4
5	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	0
6	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:kavanaugh@iowacentral.edu">kavanaugh@iowacentral.edu</a> Jessia Kavanaugh	Y	0
7	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
8	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

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9	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
10	Luther College 700 College Drive Decorah, Iowa 52101 Phone : 563-387-1025 Lynn Ingvalson Manual Posting	N	0
11	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	N	0
12	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
13	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> Phyllis Ware Manual Posting	Y	0
14	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

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15	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
16	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
17	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
18	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
19	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
20	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

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21	Station Website - KIMT.com 112 N. Pennsylvania Avenue Mason City, Iowa 50401 Phone : 641-423-2540 Url : kimt.com Karen Norton Manual Posting	N	9
22	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Mark Holloway Manual Posting	N	3
23	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas Phone : 479-575-2804 Url : http://www.uark.edu Lori Mager Manual Posting	N	0
24	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
25	University of Missouri 101 Hill Hall Columbia, Missouri 65211 Phone : 573-882-7772 Url : www.missouri.edu Michelle Bollinger Manual Posting	N	0
26	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

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27	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
28	Waldorf College Career Center 106 S. 6th St. Forest City, Iowa 50436 Phone : 641-585-8682 Url : <a href="http://www.waldorf.edu">http://www.waldorf.edu</a> Email : <a href="mailto:careers@waldorf.edu">careers@waldorf.edu</a> Sheryl Barbour	Y	0
29	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Url : <a href="http://www.wartburg.edu">http://www.wartburg.edu</a> Derek Solheim Manual Posting	Y	0
30	<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 : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</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	10/3/2019	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
2	10/10/2019	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	10/22/2019	Participation in events or programs sponsored by educational institutions	KIMT Digital Content Director spoke to a group of Journalism students on the campus of North Iowa Area Community College about his experiences and opportunities in the broadcasting field.	1	Digital Content Director
4	10/25/2019	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
5	11/6/2019	Participation in events or programs sponsored by educational institutions	KIMT Reporter participated in the YIELD (Youth Investing Energy in Leadership Development) panel sponsored by the Mason City Chamber of Commerce where he spoke to high school students about his experiences in journalism and encouraged them to explore the field of broadcasting.	1	Reporter
6	11/6/2019	Participation in Job Fairs	KIMT Business Administrator actively recruited for open positions at the Rochester Job Fair on the campus of Rochester Community and Technical College in Rochester, Minnesota.	1	Business Administrator
7	12/19/2019	Participation in events or programs sponsored by educational institutions	KIMT Anchor and KIMT Chief Meteorologist gave interactive presentations to 8th grade students at the NIACC Discovery Day and provided them the opportunity to examine their interests in the broadcasting industry.	2	Anchor Chief Meteorologist

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8	2/5/2020	Participation in Job Fairs	KIMT Business Administrator actively recruited for open positions at the Mankato Job Fair at the Mankato Armory in Mankato, Minnesota.	1	Business Administrator
9	2/25/2020	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
10	3/5/2020	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