

KIMT
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	7, 12-13, 20, 26-27, 29-31, 37-40	7
Director	1, 3, 6, 10, 12-14, 16-24, 26-40	1
Director	1, 3, 6, 10, 12-14, 16-24, 26-40	3
Local Sales Manager	4, 6, 9, 11-14, 16-24, 26-29, 31-40	11
News Director	4, 9, 12-14, 16-29, 31-40	31
Account Executive - Rochester, MN	6-7, 9, 12-14, 16-29, 31-40	7
Account Executive - Rochester, MN	6-7, 9, 12-14, 16-29, 31-40	25
DayBreak Producer	6, 9, 12-14, 16-17, 19-24, 26-29, 31-40	9
Creative Services Producer	6-7, 9, 12-14, 16-24, 26-29, 31-40	9
Multimedia Journalist - Rochester	2, 6-7, 9, 12-14, 16-24, 26-29, 31-40	9
Daybreak Anchor	2, 6, 9, 11-14, 16-17, 19-24, 26-29, 31-40	11
Meteorologist	2, 6, 8-9, 12-14, 16-17, 19-24, 26-29, 31-40	8
Director	2, 5-7, 9, 12-14, 16-17, 19-24, 26-29, 31-40	9
Director	2, 5-7, 9, 12-14, 16-17, 19-24, 26-29, 31-40	5
Producer	2, 6, 9, 12-14, 16-17, 19-24, 26-29, 31-40	14
Master Control Operator	7, 9, 12-13, 15, 20, 26-27, 29, 31, 37-40	7

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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	Application already on file	N	1
2	Bethany Lutheran College 700 Luther Drive Mankato , Minnesota 56001 Phone : (507) 344-7317 Megan Bezdicek Manual Posting	N	0
3	Career Fair	N	1
4	Current Employee	N	4
5	Current Intern	N	1
6	Drake University 2507 University Drive Des Moines, Iowa 50311 Phone : 515-271-3721 Url : http://www.drake.edu Annette Watson Manual Posting	N	0
7	Employee Referral	N	8
8	Former Employee	N	1
9	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 641-423-2540 Karen Norton Manual Posting	N	11
10	Indeed.com - Not Directly Contacted by SEU	N	1
11	Internal Transfer/Promotion	N	2
12	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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13	Iowa Central Community College 3330 Avenue M Ft. Dodge, Iowa 50501 Phone : 515-574-1075 Url : http://www.iccc.cci.ia.us Jessica Kavanaugh Manual Posting	Y	0
14	Iowa State University 202 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Url : www.iastate.edu Mary Ullestad Manual Posting	N	1
15	Iowa Works 600 S. Pierce Mason City, Iowa 50401 Phone : 641-422-1524 Url : http://www.iowaworks.org Kristle Curtis Manual Posting	N	0
16	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
17	Luther College 700 College Drive Decorah, Iowa 52101 Phone : 563-387-1025 Lynn Ingvalson Manual Posting	N	0
18	MediaLine PO Box 51909 Pacific Grove, California Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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19	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
20	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
21	Minnesota Broadcasters Association 401 N. 3rd St, Suite 370 Minneapolis, Minnesota 55401 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Linda LaSere	N	0
22	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
23	Minnesota State University, Mankato 336 Wigley Mankato, Minnesota 56001 Phone : 507-389-6061 Natalie Tangu Manual Posting	N	0
24	Missouri State University 901 S. National Avenue Springfield, Missouri 65897 Phone : 417-836-5636 Url : www.missouristate.edu Chalanda Johnson Manual Posting	N	0
25	Non-Employee Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	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
27	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
28	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
29	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
30	Station On-Air Advertisement	N	2
31	Station Website - KIMT.com 112 N. Pennsylvania Avenue Mason City, Iowa 50401 Phone : 641-423-2540 Url : kimt.com Karen Norton Manual Posting	N	6

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32	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Mark Holloway Manual Posting	N	0
33	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas Phone : 479-575-2804 Url : http://www.uark.edu Lori Mager Manual Posting	N	0
34	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
35	University of Missouri 101 Hill Hall Columbia, Missouri 65211 Phone : 573-882-7772 Url : www.missouri.edu Michelle Bollinger Manual Posting	N	0
36	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
37	University of St. Thomas 2115 Summit Avenue St. Paul, Minnesota 55105 Phone : 651-962-5000 Url : http://www.stthomas.edu Career Development Center Manual Posting	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
38	Waldorf College Career Center 106 S. 6th St. Forest City, Iowa 50436 Phone : 641-585-8682 Url : http://www.waldorf.edu Email : careers@waldorf.edu Sheryl Barbour	Y	0
39	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Url : http://www.wartburg.edu Derek Solheim Manual Posting	Y	0
40	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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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	10/28/2021	Participation in events sponsored by organizations representing the community	Our SEU's Chief Engineer participated as a mentor in the Society of Broadcast Engineers, Inc's Mentor Program. The program focused on providing mentees with the skills needed to succeed as an engineer in the broadcasting industry, including technical engineering skills.	1	Chief Engineer
2	11/10/2021	Participation in Job Fairs	KIMT Business Administrator and KIMT Chief Engineer actively recruited for open positions and at the North Iowa Career Fair hosted by Iowa Workforce Development.	2	Business Administrator Chief Engineer
3	12/7/2021	Participation in Job Fairs	KIMT Business Administrator actively recruited for open positions on the campus of Rochester Community and Technical College in Rochester, Minnesota.	1	Business Administrator
4	2/28/2022	Participation in events or programs sponsored by educational institutions	KIMT Multimedia Journalist and Newsroom Manager spoke to a group of Multimedia News and Information students on the campus of Winona State University about opportunities in the broadcasting industry.	2	Multimedia Journalist Newsroom Manager
5	3/9/2022	Participation in Job Fairs	KIMT Business Administrator actively recruited for open positions at the Mankato Job Fair at the County Inn and Suites in Mankato, Minnesota.	1	Business Administrator
6	3/10/2022	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
7	4/27/2022	Participation in Job Fairs	KIMT Business Administrator actively recruited for open positions at the Rochester Job Fair on the campus of Rochester Community Technical College in Rochester, Minnesota.	1	Business Administrator
8	6/1/2022	Establishment of an intern program designed to assist members of the community	The station hosted a student from Waldorf College who interned in the Production Department from June 1, 2022 to July 8, 2022 for credit hours.	1	Production Manager

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9	9/14/2022	Participation in events or programs sponsored by educational institutions	KIMT Business Administrator, News Director, Local Sales Manager and Production Manager actively recruited for open positions and internships at the "What's Your Future Fair" on the campus of Rochester Community and Technical College in Rochester, Minnesota.	4	Business Administrator News Director Local Sales Manager Production Manager.