

**KIMT(TV)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2007 – September 30, 2008**

**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>
Marketing Writer/Producer	1-46, 48	48
Reporter	1-46, 48	39
Chief Engineer	1-48	48
Sports Director	1-46, 48	39
Maintenance Engineer	1-48	48
Producer	1-46, 48	6
Account Executive	1-46, 48-49	48
Reporter	1-46, 48	48
Account Executive	1-46, 48-49	48
Weekend Sports Anchor	1-46, 48	39

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**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	Alaska Public Radio 3877 University Drive Anchorage, AK 99508 (907) 277-2776	N	0
2	American Women in Radio and Television (AWRT) 8405 Greensboro Dr. McClellan, VA 22102 (705) 506-3290	N	0
3	Asian American Journalists Association (AAJA) 1182 Market St., Suite 320 San Francisco, CA 94102 (415)346-2051	N	0
4	Association for Women in Communications, Inc. (AWC) 3337 Duke St. Alexandria, VA 22314-5219 (703) 370-7436	N	0
5	Broadcast Employment Services Mark Holloway PO Box 4116 Oceanside, CA 92052 (760) 754-8177	N	0
6	Brown College Amber Parks 1440 Northland Drive Mendota Heights, MN 55120 (651) 905-3400	N	5
7	California Chicano New Media Association (CCNMA) 300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071-3175 (213) 437-4408	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Careerbuilder.com PO Box 1004 Reston, VA 22102-8004 888-670-8326	N	0
9	Central Carolina Community College Mike Nelson 1105 Kelly Drive Sanford, NC 27330 (919) 775-5401	N	0
10	Collegiate Broadcasting Group 117 Vine St. SW Atlanta, GA 30302 (404) 523-6136	N	0
11	Drake University Marlam Davis 2507 University Drive Des Moines, IA 50311 (515) 271-3721	N	0
12	Emma L. Bowen Foundation for Minority Interests In Media (FMIM) 1299 Pennsylvania Ave., NW 9 <sup>th</sup> Floor Washington, DC 20004 (202) 637-4494	N	0
13	Frank Magid & Associates One Research Center Marion, IA 52302 (319) 377-7345	N	0
14	Kaplan University Placement Office 2570 4 <sup>th</sup> St. SW Mason City, IA 50401 (641) 423-2530	N	0
15	International Women's Media Foundation (IWMF) 1625 K. St. NW Washington, DC 20006 (202) 496-1992	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Iowa Broadcasters Association Jeff Stein PO Box 71186 Des Moines, IA 50325 (515) 224-7237	N	0
17	Iowa Central Community College David Raedeker 3330 Avenue M Ft. Dodge, IA 50501 (515) 576-7201	N	0
18	Iowa State University Business Career Services 1320 Gerdin Business Building Ames, IA 50011-1350 (515) 294-2542	N	0
19	Iowa Workforce Development Rita Miller 600 S. Pierce Mason City, IA 50401 (641) 422-1534	N	1
20	kimt.com 112 N. Pennsylvania Mason City, IA 50401 (641) 423-2549	N	3
21	Kirkwood College Auto & Truck Center 818 West 1 <sup>st</sup> St. Monticello, IA 52310-1681 (319) 465-5988	N	0
22	MediaLine PO Box 51909 Pacific Grove, CA 93950-6909 (408) 648-5200	N	0
23	Medill School of Journalism Northwestern University Loraine Hasebe 1845 Sheridan Road Evanston, IL 60208-2101 (847) 467-7394	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Minneapolis College of Art and Design 2501 Stevens Ave. S. Minneapolis, MN 55404 (612) 874-3721	N	0
25	NAACP Placement Specialist PO Box 5036 Des Moines, IA 50306 (515) 727-5223	N	0
26	National Association of Black Journalists (NABJ) 8701 Adelphi Rd. Hyattsville, MD 20783 (301) 445-7100	N	0
27	National Association of Hispanic Journalists (NAHF) 1000 National Press Building Washington, DC 20045-2001 (202) 662-7145	N	0
28	National Hispanic Media Coalition Alex Nogales 2514 S. Grand Ave. Los Angeles, CA 90007	N	0
29	National Lesbian and Gay Journalists Association 1420 K St. NW., Suite 910 Washington, DC 20005 (202) 588-9888	N	0
30	National Association of Minority Media Executives 7950 Jones Branch Drive McLean, VA 22107 (888) 968-7658	N	0
31	Native American Journalist Association (NAJA) 414 E. Clark St. Vermillion, SD 57069 (605) 677-5282	N	0
32	Native American Public Telecommunications (NAPT) 1800 N. 33 <sup>rd</sup> St. Lincoln, NE 68503 (402) 472-3522	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	North Iowa Community College Placement Specialist 500 College Drive Mason City, IA 50401 (641) 422-4353	N	0
34	Riverland Technical College Mike Seymour 1900 8 <sup>th</sup> Ave. NW Austin, MN 55912 (507) 433-0641	N	0
35	South Asian Journalism Association (SAJA) 2950 Broadway New York, NY 10027 (212) 854-5979	N	0
36	South Dakota State University PO Box 511 Brookings, SD 57007-0298 (605) 688-4153	N	0
37	St. Cloud University Placement Specialist 720 4 <sup>th</sup> Ave. S. St. Cloud, MN 56301 (320) 255-0121	N	0
38	The Leadership Institute 1 Market Plaza, #1225 San Francisco, CA 94105 (415) 247-1021	N	0
39	TVJobs.com PO Box 4116 Oceanside, CA 92052 (760) 754-8177	N	18
40	University of Iowa—Pomerantz Center Chris Wells 100 Pomerantz Center, 3 <sup>rd</sup> Floor Iowa City, IA 52242 (319) 335-1023	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	University of Mennonite Church Frank Quitoni 318 S. Atherton St. State College, PA 16801 (814) 269-9258	N	0
42	University of Missouri 120 Neff Hall Columbia, MO 65211 (573) 882-2121	N	0
43	University of Northern Iowa Kris Peterson 214 E. Bartlett Cedar Falls, IA 50614-0384	N	0
44	Waldorf College 106 S. 6 <sup>th</sup> St. Forest City, IA 50436 (641) 582-2450	N	0
45	Wartburg College Derek Solheim 100 Wartburg Blvd. Waverly, IA 50677 (319) 352-8365	N	0
46	Women in Communications 114 Hamilton hall Ames, IA 50011 (515) 294-4340	N	0
47	The Society of Broadcast Engineers 9102 N. Meridian St., Suite 150 Indianapolis, IN 56260 (317) 846-9000	N	0
48	Employee Referrals	N	11
49	Globe Gazette 300 N. Washington Mason City, IA 50401 (641) 423-2274	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Albert Lea Tribune 808 W. Front St., PO Box 60 Albert Lea, MN 56007 (507) 373-1411	N	0
51	Rochester Post-Bulletin 18 1 <sup>st</sup> Ave., SE, PO Box 6118 Rochester, MN 55903 (507) 285-7600	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			39

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Host events or programs sponsored by or on behalf of educational institutions relating to broadcast careers	<p><b>June 2, 2008:</b> A Forest City High School student was partnered with an Account Executive from the Sales Department. The student followed the AE through his daily tasks to gain a “behind the scenes” experience of the broadcast industry.</p> <p><b>June 3, 2008:</b> A Forest City High School student joined the Production Department and was involved in the direction of a newscast.</p>
<b>2</b>	Internship Program	<p>The station hosts student interns from accredited colleges and universities. Typically, these students are majoring in broadcasting and receive scholastic credit for participating in the station’s internship program. During the current reporting period, the station hosted two interns, as follows:</p> <p>1) From January 10 to February 21, 2008, a Waldorf College student interned with the News Department.</p> <p>2) From June 23 to August 15, 2008, a Waldorf College student interned in the News Department (sports).</p>
<b>3</b>	Participate in events or programs sponsored by or on behalf of educational institutions relating to broadcast careers	<p><b>December 10, 2007:</b> The News Director spoke to a reporting class and members of UTVS News at the campus TV station of St. Cloud State University.</p> <p><b>February 8, 2008:</b> The News Director spoke to UTVS and KVSC members on the campus of St. Cloud State University.</p>
<b>4</b>	Participate in Event Designed to Disseminate Information About Broadcast Careers	<p>On April 16, 2008, the station’s News Director participated in a panel discussion on “Managing Millenials” at the Radio &amp; Television News Director’s Association conference, networking with industry professionals and speaking with individuals interested in employment at the station.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participate in Job Fairs	<p><b>December 11, 2007:</b> The station's News Director participated in a job fair held at Brown College in Mendota Heights, MN.</p> <p><b>March 19, 2008:</b> The station's News Director participated in a job fair station held at Brown College College in Mendota Heights, MN.</p> <p><b>April 2, 2008:</b> Our station's Human Resources Representative, Chief Engineer, and Local Sales Manager participated in a job fair held at North Iowa Area Community College in Mason City, IA.</p>