

KIMT(TV)
EEO PUBLIC FILE REPORT
October 1, 2006 – September 30, 2007

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
Producer	1-49	49
Reporter	1-49	40
News Director	1-49	23
SNG Truck Operator	1-49	6
Business Officer Coordinator	1-50	50
Morning/Midday Meteorologist	1-49	40
Reporter	1-49	49
Anchor/Producer	1-49	40
Account Executive	1-52	50
Master Control Operator	1-49	49
Assignment Editor	1-49	21
National Sales Assistant	1-50	49
Weekend Meteorologist	1-49	40
Reporter	1-49	21
Evening Anchor/Producer	1-49	40

KIMT(TV)
EEO PUBLIC FILE REPORT
October 1, 2006 – September 30, 2007

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 Network 3877 University Dr. Anchorage, AK 99508 (907) 377-2776	No	0
2	American Women in Radio and Television (AWRT) 8405 Greensboro Dr. McLean, VA 22102 (705) 506.3290 www.awrt.org	No	0
3	Asian American Journalists Association (AAJA) 1182 Market St., Suite 320 San Francisco, CA 94102 (415) 346-2051 www.aaja.org	No	0
4	Association For Women in Communications, Inc. (AWC) 3337 Duke Street Alexandria, VA 22314-5219 (703) 370-7436 www.womcom.org	No	0
5	Broadcast Employment Services Mark Holloway P.O. Box 4116 Oceanside, A 92052 (760)754-8177	No	0
6	Brown College Ameber Parks 1440 Northland Drive Mendota Heights, MN 55120 (651) 905-3400 www.browncollege.edu	No	1
7	California Chicano New Media Association (CCNMA) 300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071-3175 (213) 437-4408 www.ccnma.org	No	0
8	Careerbuilder.com Diane Strahan P.O. Box 1004 Reston, VA 22102-8004 (888) 670-8326 Careerbuilder.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Central Carolina Community College Mike Nelson 1105 Kelly Drive Sandford, NC 27330 (919) 775-5401 www.ccarolina.cc.nc.us/	NO	0
10	Collegiate Broadcasting Group 117 Vine St. SW Atlanta, GA 30302 (404) 523-6136	NO	0
11	Drake University Marlam Davis 2507 University Drive Des Moines, IA 50311 (515) 271-3721	NO	0
12	Emma L. Bowen Foundation for Minority Interests in Media (FMIM) 1299 Pennsylvania Ave., NW 9 th Flr Washington, DV 20004 (202)637-4494 Emmabowenfoundation.com	NO	0
13	Frank Magid & Associates One Research Center Marion, IA 52302 (319) 377-7345 www.magid.com	NO	0
14	Grafton Executive Search Ryan Eberhard 1001 W. Southern Ave. Mesa, AZ 85210 (480) 8333-3400 www.graftonsearch.com	NO	0
15	Hamilton Business College Placement Office 2570 4 th St., SW Mason City, IA 50401 (641) 423-2530 Hamiltoncollegemc.com	NO	0
16	International Women's Media Foundation (IWMF) 1625 K St. NW Washington, DC 20006 (202) 496.1992	NO	0
17	Iowa Broadcasters Association Jeff Stein P.O. Box 71186 Des Moines, IA 5032 (515) 224.7237 www.iowabroadcasters.com	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Iowa Central Community College David Raedeker 3330 Avenue M Fort Dodge, IA 50501 (515) 576-7201 www.iccc.cc.ia.us	NO	0
19	Iowa State University Business Career Services 1320 Gerdin Business Building Ames, IA 50011-1350 (515) 294-2542 www.ecms.eng.iastat.edu/employers	NO	0
20	Iowa Workforce Development Rita Miller 600 S. Pierce Mason City, IA 50401 (641) 422-1534 RitaMiller@iwd.com	NO	0
21	Kimt.com 112 North Pennsylvania Ave. Mason City, IA 50401 (641) 432-2540	NO	7
22	Kirkwood College Auto Tech Center 818 West 1 st St. Monticello, IA 52310-1681 (319) 465-5988 monticello@kirkwood.edu	NO	0
23	MediaLine P. O. Box 51909 Pacific Grove, CA 93950-6909 (408) 648-5200	NO	1
24	Medill School of Journalism Northwestern University Loraine Hasebe 1845 Sheridan Road Evanston, IL 60208-2101 (847) 467-7394 www.medill.northwestern.edu	NO	0
25	Minneapolis College of Art and Design 2501 Stevens Ave. S Minneapolis, MN 55404 (612) 874-3721 www.mcad.edu	NO	
26	NAACP Placement Specialist P. O. Box 5036 Des Moines, IA 50306 (515) 727-5223	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	National Association of Black Journalists (NABJ) 8701 Adelphi Rd. Hyattsville, MD 20783 (301) 445-7100 www.nabj.org	NO	0
28	National Association of Hispanic Journalists (NAHJ) 1000 National Press Building Washington, DC 20045-2001 (20) 662-7145 www.nahj.org	NO	0
29	National Hispanic Media Coalition Alex Nogales 2514 S. Grand Ave. Los Angeles, CA 90007 (213) 746-6988	NO	0
30	National Lesbian and Gay Journalists Association 1420 K Str. NW, Suite 910 Washington, DC 20005 (202) 58809888 www.nlgia.org	NO	0
31	National Association of Minority Media Executives 7950 Jones Branch Drive McLean, VA 22107 (888) 968-7658 www.namme.org	NO	0
32	Native American Journalist Association (NAJA) 414 E. Clark St. Vermillion, SD 57069 (605) 677-5282 www.naja.com	NO	0
33	Native American Public Telecommunications (NAPT) 1800 N. 33 rd St. Lincoln, NE 68503 (402) 472-3522 www.nativetelecom.org	NO	0
34	North Iowa Area Community College Kim Caponi 500 College Drive Mason City, IA 50401 (641) 422-4353 www.niacc.edu/careercenter	NO	0
35	Riverland Technical College Mike Seymour 1900 8 th Ave. NW Austin, MN 55912 (507) 433-0641 www.riverland.cc.mn.us	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	South Asian Journalists Association (SAJA) 2950 Broadway New York, NY 10027 (212) 854- 5979 www.saja.com	NO	0
37	South Dakota State University P.O. Box 511 Brookings, SD 57007-0298 (605) 688-4153 www.sdsu.edu	NO	0
38	St. Cloud University Placement Specialist 720 4 th Ave. S. St. Cloud, MN 56301 (302) 255-0121	NO	0
39	The Leadership Institute 1 Market Plaza, #1225 San Francisco, CA 94105 (415) 247-1021	NO	0
40	TV Jobs.com P.O. Box 4116 Oceanside, CA 92052 (760) 754-8177 www.TVJobs.com	NO	27
41	University of Iowa-Pomerantz Center Chris Wells 100 Pomerantz Center, 3 rd Floor Iowa City, IA 52242 (319) 335-1023 www.careers.uiowa.edu	NO	0
42	University Mennonite Church Frank Quitoni 318 S Atherton Ave. State College, PA 16801 (814) 269-9259	NO	0
43	University of Missouri 901 S. National Ave. Springfield, MO 65897 (417) 836-5000 www.hiremizzougrads.com	NO	0
44	University of Northern Iowa Kris Peterson 214 E. Bartlett Cedar Falls, IA 50614-0384 (319) 273-2061 www.careers@sdstate.edu	NO	0
45	Waldorf College 106 S 6 th St. Forest City, IA 50436 (641) 582-2450	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	Wartburg College Willard Smith 222 9 th St. NW Waverly, IA 50677 (319) 352-8365 www.wartburg.edu/careers	NO	0
47	Women In Communications 114 Hamilton Hall Ames, IA 50011 (515) 294-4340	NO	0
48	Medialine P.O. Box 51909 Pacific Grove, CA 93950-6969 (408) 648-5200 www.medialine.com	NO	1
49	Employee Referrals	NO	7
50	Globe-Gazette 300 N Washington Mason City, IA 50401 (641) 423-2274 classifieds@globegazette.com	NO	6
51	Albert Lea Tribune 808 W. Front, P.O. Box 60 Albert Lea, MN 56007 (507) 373-1411	NO	0
52	Rochester Post- Bulletin Anne Reinke 18 1 st Ave., SE, P.O. Box 6118 Rochester, MN 55903 (507) 285-7600	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			50

KIMT(TV)
EEO PUBLIC FILE REPORT
October 1, 2006 – September 30, 2007

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in events or programs sponsored by educational institutions relating to broadcast careers	<p>Personnel in the station’s News, Programming and Community Affairs Departments were partnered with high school and college students for at least half a day to allow each student an opportunity to ask questions and to see what goes on behind the scenes in the News Room and in other areas of the station. The station hosted one student from Lake Mills Community Schools in February, 2007 and two students from Algona Community Schools in May, 2007.</p> <p>This program was administered by the station’s Business Office/HR Coordinator.</p>
2	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 three interns, as follows:</p> <ol style="list-style-type: none"> 1) One intern, a North Iowa Area Community College student, assisted station personnel with the installation and configuration of a weather station at a local school. 2) Another intern, a Waldorf College student, worked in the promotions department and produced a 30-second promotional spot for the station’s Sports Department. 3) The third intern, a student from Brown College, assisted station personnel in writing, shooting, and editing news stories. <p>The station’s internship program is administered by the Business Office/HR Coordinator.</p>
3	Participate in events or programs sponsored by educational institutions relating to broadcast careers	<p>In September, 2007, the station’s News Director visited the Northwood-Kensett High School and presented a program about KIMT(TV) and opportunities for careers in broadcasting.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Participate in Job Fairs	<p>March 10, 2007: The station's News Director attended a job fair hosted by Brown College in Mendota Heights, MN.</p> <p>March 23-24, 2007: The station's News Director attended the Midwest Journalism Conference in Bloomington, MN. At the conference, the New Director spoke with eligible candidates and discussed careers in broadcasting with interested attendees.</p> <p>April 4, 2007: The station's Business Office/HR Coordinator attended the NIACC Job and Internship Fair in Mason City, IA, where she spoke with attendees interested in careers or internships at the station.</p> <p>June 20, 2007: The station's News Director attended a job fair hosted by Brown College in Mendota Heights, MN.</p> <p>September 20, 2007: The station's News Director attended a job fair hosted by Brown College in Mendota Heights, MN.</p>