

KIMT
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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
Daybreak Anchor	1-12, 14-38	4
DayBreak Producer	1-3, 5-38	7

KIMT
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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	Bethany Lutheran College 700 Luther Drive Mankato , Minnesota 56001 Phone : (507) 344-7317 Megan Bezdicek Manual Posting	N	0
2	CareerBuilder 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 777-527-3600 Mark Ferguson Manual Posting	N	0
3	Drake University 2507 University Drive Des Moines, Iowa 50311 Phone : 515-271-3721 Url : http://www.drake.edu Annette Watson Manual Posting	N	0
4	Employee Referral	N	2
5	Frank N Magid Associates 8500 Normandale Lake Blvd., Suite 630 Minneapolis, Minnesota 55437 Phone : 651-295-5950 Email : jseebold@magid.com Julie Seebold	N	0
6	Globe Gazette 687 South Taft Avenue Mason City, Iowa 50401 Phone : 641-421-0500 Url : www.globegazette.com Trisha Hardcastle Manual Posting	N	0
7	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 319-291-1259 Url : www.indeed.com Kelly White Manual Posting	N	4

KIMT
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Url : www.iowabroadcasters.com Sue Thoma Manual Posting	N	0
9	Iowa Central Community College 3330 Avenue M Ft. Dodge, Iowa 50501 Phone : 515-574-1075 Url : http://www.iccc.cci.ia.us Jessia Kavanaugh Manual Posting	Y	0
10	Iowa State University 202 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Url : www.iastate.edu Mary Ullestad Manual Posting	N	0
11	Iowa Works 600 S. Pierce Mason City, Iowa 50401 Phone : 641-422-1524 Url : http://www.iowaworks.org Kristle Curtis Manual Posting	N	0
12	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
13	LinkedIn.com; 1000 W Maude Ave, Sunnyvale, CA 94085; 650-687-3600	N	1
14	Luther College 700 College Drive Decorah, Iowa 52101 Phone : 563-387-1025 Lynn Ingvalson Manual Posting	N	0

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15	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
16	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
17	Minnesota Broadcasters Association 401 N. 3rd St, Suite 370 Minneapolis, Minnesota 55401 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Linda LaSere	N	0
18	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
19	Minnesota State University, Mankato 336 Wigley Mankato, Minnesota 56001 Phone : 507-389-6061 Natalie Tangu Manual Posting	N	0
20	Missouri State University 901 S. National Avenue Springfield, Missouri 65897 Phone : 417-836-5636 Url : www.missouristate.edu Chalanda Johnson Manual Posting	N	0

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21	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
22	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
23	Rochester Post Bulletin 1700 Greenview Dr. SW Rochester, Minnesota 55902 Phone : 507-285-7600 Url : www.postbulletin.com Melissa Walfoort Manual Posting	N	0
24	Society of Broadcast Engineers 9102 N. Meridian St., Ste. 150 Indianapolis, Indiana 56260 Phone : 317-846-9000 Url : http://www.sbe.org Scott Jones Manual Posting	N	0
25	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
26	Spots N Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888 884-2630 Url : www.spotsndots.com Career Service Manual Posting	N	0

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27	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
28	Station Website - KIMT.com 112 N. Pennsylvania Avenue Mason City, Iowa 50401 Phone : 641-423-2540 Url : kimt.com Karen Norton Manual Posting	N	0
29	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Mark Holloway Manual Posting	N	0
30	TV Technology 28 E. 28th Street New York, New York 10016 Phone : 212-378-0400 Michele Inderrieden Manual Posting	N	0
31	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas Phone : 479-575-2804 Url : http://www.uark.edu Lori Mager Manual Posting	N	0
32	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

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33	University of Missouri 101 Hill Hall Columbia, Missouri 65211 Phone : 573-882-7772 Url : www.missouri.edu Michelle Bollinger Manual Posting	N	0
34	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
35	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
36	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
37	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Url : http://www.wartburg.edu Derek Solheim Manual Posting	Y	0
38	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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	10/8/2025	Participation in Job Fairs	KIMT-TV participated in the Find Your Future Fair held at the RCTC Sports Center Field House in Rochester, MN. Station representatives met with students, job seekers, and community members to discuss the television broadcasting industry, detail the diverse career paths available in local media, and share information about current and future employment opportunities at the station. Job applications and station career information were made available to all attendees.	2	Production Supervisor Director
2	10/16/2025	Participation in events sponsored by organizations representing the community	KIMT-TV participated in the Minnesota Adult & Teen Challenge Gala on October 16, 2025, station representatives attended the event, where they interacted with attendees, shared information about current job openings, and discussed the qualifications and skills needed for various careers in the television industry.	3	Local Sales Manager Account Executive News Anchor
3	11/18/2025	Participation in Job Fairs	KIMT attended a job fair for the Rochester Area Chamber of Commerce - STEM Summit for Local Students.	1	Local Sales Manager
4	1/20/2026	Participation in events or programs sponsored by educational institutions	Sara Knox and Megan Zemple served as emcees for the Rochester Library Foundation's Women in Media (WIT) event. In addition to supporting the foundation's fundraising goals, the station personnel actively engaged with attendees to discuss careers in broadcast journalism, current employment opportunities, and industry workplace dynamics. They shared insights into the skills required for modern media roles, highlighted various career paths within the station, and addressed professional development and employment trends in the broadcasting field.	2	Meteorologist Anchor
5	1/21/2026	Participation in events or programs sponsored by educational institutions	Sales Account Executive Anthony Djuren spoke to West Fork High School. He spoke to them regarding his role as an Account Executive and spoke to them about local opportunities in televised broadcast media advertising.	1	Sales Account Executive

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6	4/8/2026	Participation in Job Fairs	Jerome Risting, Rich Reid, Lisa Burger and Tony Dahle participated in a job fair at NIACC. He spoke to NIACC and High School students around the area regarding employment opportunities at KIMT.	4	Marketing Director Human Resources Manager Regional News Director Production Supervisor
7	4/9/2026	Participation in Job Fairs	On April 9, 2026, representatives from KIMT-TV attended the annual Waldorf University Job Fair to engage with students, recent graduates, and community job seekers. Station personnel maintained an informational booth to discuss career opportunities in local television broadcasting, including positions in news production, multimedia journalism, sales, and technical operations. Representatives collected resumes, answered questions regarding the qualifications necessary for various broadcast roles, and provided information about the station's current job openings.	1	Production Supervisor
8	4/25/2026	Participation in events sponsored by organizations representing the community	As a prominent voice in broadcasting, Ryan Juntii utilized his public speaking and community engagement expertise to host the MS Walk 2026. By greeting participants and anchoring the event, he demonstrated how media professionals leverage their platforms to unite communities, drive fundraising efforts, and champion vital causes like multiple sclerosis awareness.	1	Multi-Media Journalist
9	5/6/2026	Participation in events sponsored by organizations representing the community	Meteorologist Hunter Donahoe spoke to the Osage Rotary Club about his job and details of being a Meteorologist. He said the group asked great questions and the conversation was very good.	1	Meteorologist
10	7/21/2026	Sponsorship of events in the community designed to increase public awareness	KIMT-TV served as the official Media Sponsor for the 2026 Salvation Army Golf Tournament. In addition to providing promotional support, the station utilized its event presence to educate attendees and the community about employment opportunities and career paths in the broadcasting industry	4	Production Supervisor Account Executive Anchor LSM