

KTTC Television
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
Production Manager Open Date: 9/4/2019 Hire Date: 12/9/2019	1-5, 10-14, 16-17, 19-30, 32-41, 43-49, 51-56	36
Multimedia Journalist Open Date: 9/6/2019 Hire Date: 12/16/2019	1-4, 11-17, 19-30, 32-41, 43-56	36
Meteorologist/Reporter Open Date: 9/10/2019 Hire Date: 12/30/2019	1-4, 11-17, 19-49, 51-56	15
Multimedia Journalist Open Date: 9/12/2019 Hire Date: 1/13/2020	1-4, 8, 11-17, 19-30, 32-41, 43-49, 51- 56	15
News Producer Open Date: 10/29/2019 Hire Date: 12/30/2019	1-4, 11-17, 19, 21-30, 32-41, 43-56	50
Content Producer Open Date: 11/7/2019 Hire Date: 2/3/2020	1-4, 7-8, 11-17, 19, 21-30, 32-49, 51-56	7
Master Control Operator Open Date: 12/9/2019 Hire Date: 12/22/2019	1-4, 6, 10-17, 19, 21-30, 32-49, 51-56	6
Production Assistant Open Date: 12/23/2019 Hire Date: 1/20/2020	1-4, 10-17, 19, 21-30, 32-41, 43-49, 51- 56	10
KTTC Account Executive Open Date: 1/13/2020 Hire Date: 2/11/2020	1-4, 10-17, 19, 21-27, 29-30, 32-41, 43- 49, 51-56	10
Content Producer Open Date: 2/3/2020 Hire Date: 7/27/2020	1-4, 8, 11-17, 19, 21-30, 32-41, 43-49, 51-56	15
Creative Services Producer Open Date: 2/11/2020 Hire Date: 5/4/2020	1-5, 10-17, 19, 21-30, 32-41, 43-56	50
Broadcast Engineer Open Date: 4/21/2020 Hire Date: 7/14/2020	1-4, 9-19, 21, 23-27, 29-30, 32-56	10
Executive Producer Open Date: 6/3/2020 Hire Date: 6/21/2020	1-6, 9, 11-19, 21, 23-27, 29-30, 32-41, 43-49, 51-56	6
Master Control Operator Open Date: 8/31/2020 Hire Date: 9/13/2020	1-4, 6, 9-19, 21, 23-27, 29-30, 32-41, 43-49, 51-56	6

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Production Assistant Open Date: 10/21/2020 Hire Date: 11/9/2020	1-4, 9-19, 21, 23-27, 29-30, 32-41, 43-49, 51-56	10

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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	Arizona State University Attn: Michael Wong P. O. Box 871305 Tempe, Arizona 85287 Phone : 602-527-0820 Email : mike.wong@asu.edu Mike Wong	N	0
2	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Service	N	0
3	Broadcasting & Cable 28 East 28th Street 12th Floor New York, New York 10016 Phone : 212-378-0400 Classified Ads Manual Posting	N	0
4	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Career Service Manual Posting	N	0
5	Current Employee	N	3
6	Current Employee/Internal Promotion	N	3
7	Employee Referral	N	1
8	Facebook post	N	4
9	FOX 47 Website 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.fox47kxlt.com Email : nvalinote@kttc.com Fax : 1-507-288-6278 Nicole Valinote	N	0
10	Indeed.com	N	19

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Indiana Broadcasters Association 3003 E 98th St Indianapolis, Indiana 46820 Phone : 317-573-0119 Email : indba@aol.com Fax : 1-317-573-0895 Gwen Piening	N	0
12	KBJR-TV 246 S Lake Ave Duluth, Minnesota 55802 Phone : 218-720-9658 Email : kmmartin@kbjr.com Kayla Martin	N	0
13	KTIV-TV 2929 Signal Hill Drive Sioux City, Iowa 51108 Phone : 800-234-5848 Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0
14	KTTC On-Air 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	0
15	KTTC Web Site 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.kttc.com Email : nvalinote@kttc.com Fax : 1-507-288-3278 Nicole Valinote	N	10
16	KVOA Television, Inc. PO Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Email : abetzhould@kvoz.com Fax : 1-520-620-1309 Angela Betzhould	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
17	KWWL-TV 500 East Fourth Street Waterloo, Iowa 50703 Phone : 319-291-1200 Email : syoungblut@kwwl.com Fax : 1-319-291-1255 Sandy Youngblut	N	0
18	KXLT Website Rochester, Minnesota 55901 Email : nvalinote@kttc.com Nicole Valinote	N	0
19	Medialine Attn: Mark Shilstone P. O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Mark Shilstone	N	0
20	Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-5634 Url : www.medill.northwestern.edu Email : medillcareerservices@northwestern.edu Fax : 1-847-467-2319 Jim O'Brien	N	0
21	Minnesota Broadcasters Assn 3033 Excelsior Blvd Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
22	Minnesota DEED 1st Bank Bldg 322 Minnesota St, Suite E200 St. Paul, Minnesota 55101-1351 Phone : 651-259-7557 Email : jim.finley@state.mn.us Jim Finley	N	0

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23	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0
24	Mississippi State University PO Box P Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : www.career.msstate.edu Email : msuinfo@ur.msstate.edu Career Service Center	N	0
25	Missouri School of Journalism 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : collinsks@missouri.edu Barbara Willis	N	0
26	National Alliance State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
27	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 840 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Fax : 1-202-588-1818 Career Service	N	0
28	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 973-383-1500 Email : rfichter@njherald.com Fax : 1-973-383-2194 Robin Fichter	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
29	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Fax : 1-216-642-9232 Don Clark Prong 2 Start Date: 3/8/2010	Y	0
30	Ohio School of Journalism Park Place & Court St Athens, Ohio 45701 Phone : 740-593-2503 Email : foxr1@ohio.edu Becky Fox	N	0
31	Penn State University 502 Walker Building University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : meteojobs@meteo.psu.edu Ginger Kowalchuk	N	0
32	Quincy Herald Whig 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : jschulz@qni.biz Fax : 1-217-223-9757 Jena Schulz	N	0
33	Quincy Newspapers, Inc. 130 South Fifth Street Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Fax : 1-217-221-3418 Lesley Van Ness	N	3
34	Riverland Community College 1900 8th Ave NW Austin, Minnesota 55912 Phone : 507-433-0517 Email : dani.heiny@riverland.edu Fax : 1-507-433-0524 Dani Heiny	N	0

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35	TV News Check 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 215-901-9495 Url : http://www.newscheckmedia.com Stephen Stoltz Manual Posting	N	0
36	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	7
37	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney Prong 2 Start Date: 3/6/2018	Y	0
38	University of Kansas 2066 Dole Center 1000 Sunnyside Lawrence, Kansas 66045 Phone : 785-864-0608 Email : utsler@ku.edu Dr. Max Utsler	N	0
39	University of Wisc - Madison Atmospheric & Oceanic Science 1225 W Dayton St. Madison, Wisconsin 53706 Phone : 608-262-2828 Email : aos@aos.wisc.edu Fax : 1-608-262-0166 Sue Foldy	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
40	University of Wisc - Madison Letters & Science Career Serv 1305 Linden Dr. Suite 205 Madison, Wisconsin 53715 Phone : 608-262-3921 Fax : 1-608-262-3922 Job Posting Manual Posting	N	0
41	UNL, Broadcasting Dept. 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-0876 Url : www.journalism.unl.edu/cojmc/careers/jobsubmit.shtml Marilyn Hahn Manual Posting	N	0
42	Valparaiso University 1700 Chapel Drive Valparaiso, Indiana 46383 Phone : 219-464-5140 Email : Rusta.Ault@valpo.edu Rusta Ault	N	0
43	Veteran's Services 2100 Campus Dr SE Suite 200 Rochester, Minnesota 55904 Phone : 507-328-6355 Email : applen.karen@co.olmsted.mn.us Karen Applen	N	0
44	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : kher@waow.com Fax : 1-715-848-0195 Kimberly Her	N	0
45	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847215 Email : cgarger@wbngtv.com Kate Garger	N	0

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46	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-2525 Email : ttesch@week.com Teddi Tesch	N	0
47	WGEM-TV 513 Hampshire Quincy, Illinois 62301 Phone : 800-728-6600 Email : tstutheit@wgem.com Fax : 1-217-228-6670 Terri Stutheit	N	0
48	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0
49	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
50	Word of Mouth Referral	N	5
51	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cbennett@wpta21.com Cindy Bennett	N	0
52	WREX-TV 10322 Auburn Street Rockford, Illinois 61103 Phone : 800-223-9739 Email : twesseln@wrex.com Fax : 1-815-335-1002 Theresa Wesseln	N	0

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53	WSIL Television, Inc 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Email : btanner@wsilte.com Fax : 1-618-985-3709 Bethany Tanner	N	0
54	WVVA-TV 3052 Big Laurel Highway Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Fax : 1-304-327-5586 Audrey Sluss	N	0
55	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
56	WXOW-TV/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9969 Email : twopat@wxow.com Fax : 1-507-895-8124 Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			55

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/18/2020	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. During the reporting period, all employees at the station were required to participate in a session entitled "HIPAA Essentials: What Everyone Needs to Know." And, as new employees are onboarded on an ongoing basis, they are required—managers and non-managers alike—to take training modules dealing with Diversity & Inclusion, Anti-Harassment, and others. These courses require each employee to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided with training appropriate to their relative position.	58	VP/GM HR Manager Local Sales Manager News Director	1.00
2	9/16/2020	Establishment of an intern program designed to assist members of the community	KTTC's Internship Program is designed to enhance the student's career goals, teach them how a television station operates, and teaches skills in news, production, marketing or sales. KTTC hosted one intern in 2020 representing one school (Northwestern - Medill School of Journalism). This intern was in News.	2	News Director Assistant News Director	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	<p>KTTC's HR Manager has joined FutureForward.org, an online organization that seeks to link businesses, business professionals, educators and students. This tool provides skill-based opportunities that support professional development and talent retention, attract and develop a talent pipeline, and leverage young people's innovative and diverse ideas.</p> <p>KTTC's HR Manager created a company profile and is working with their marketing department to create a video and photo upload to showcase careers in broadcast.</p> <p>We will post company-sponsored site tours, job shadows, student projects, and our internship program. The majority of opportunities will be available post-COVID.</p> <p>We will be able to lead or partner on classroom instruction to bring to bring real world relevancy to educational topics and push notifications of events to students and educators for streamlined communication. The website tool has a built-in direct message functionality between educators and business professionals.</p>	1	HR Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						3.00