

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2019 to 11/30/2020

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|----------------------------|------------------------------|--|-----------------------------|
| Call Letter KAAL | Type of Station TV | Location:City/State Austin, MN | Facility ID 18285 |
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Full Time Positions Filled During the Reporting Period

| Position | Date Filled | Recruitment Sources Utilized to Fill Vacancy [by Code Number] | Person Hired Source |
|---|-------------|---|------------------------|
| KAAL.Market Insight Analyst(19-1618) | 02/21/2020 | 185, 315, 333, 379, 435, 485, 511, 576, 585, 610, 625, 627, 630, 737, 828, 869, 879, 923, 929, 1181, 1182, 1197, 1427, 1450, 2226, 2255, 2301, 2333, 3000, 5000 | 1457 |
| KAAL.Business Manager Assistant(19-1629) | 02/18/2020 | 185, 315, 333, 379, 435, 485, 511, 576, 585, 610, 625, 627, 630, 737, 828, 869, 879, 923, 929, 1181, 1182, 1197, 1427, 1450, 2226, 2255, 2301, 2333, 3000, 5000 | 2333 |
| KAAL.Reporter/Photographer - KAAL-TV(19-1658) | 11/20/2020 | 185, 315, 333, 379, 435, 485, 511, 576, 585, 610, 625, 627, 630, 737, 828, 869, 879, 923, 929, 1181, 1182, 1197, 1427, 1450, 2226, 2255, 2301, 2333, 3000, 5000 | 1450, 3000 |
| KAAL.Weekend Anchor/Reporter(19-1659) | 01/24/2020 | 185, 315, 333, 379, 435, 485, 511, 576, 610, 625, 627, 630, 737, 828, 869, 879, 923, 929, 1181, 1182, 1197, 1427, 1450, 2226, 2255, 2301, 2333, 3000, 5000 | 5000 |
| KAAL.Strategic Marketing Executive(20-1130) | 09/09/2020 | 185, 315, 333, 379, 401, 435, 485, 511, 576, 585, 609, 610, 625, 627, 630, 737, 828, 869, 879, 923, 929, 1181, 1182, 1197, 1427, 1450, 2226, 2255, 2301, 2333, 3000, 5000 | 401, 1450, 3000 |

List of Recruitment Sources

***An asterisk next to the name of the source indicates a source that requested our postings.**

| Code | Recruitment Source | Address | Contact Person | Candidates Interviewed |
|------|---------------------------------|---|-------------------------------|------------------------|
| 185 | Austin Area Chamber of Commerce | 329 N Main St #102 Austin Minnesota, 55912 | Jeanine Nelson 5074374561 | 0 |
| 315 | U of Northern Iowa | 1227 West 27th St Cedar Falls Iowa, 50614 | Career Services 3192736857 | 0 |

| | | | | |
|-----|--|---|------------------------------------|---|
| 333 | U of South Dakota | 414 E Clark St Vermillion South Dakota, 57069 | Katherine Heine 6056775765 | 0 |
| 379 | Job Fair | | | 0 |
| 401 | Recruiter | | | 1 |
| 435 | Riverland Community College | 2200 Riverland Dr Austin Minnesota, 55912 | Mindi Askelson 5073793361 | 0 |
| 485 | St Louis University | 3642 Lindell Blvd O'Neil Hall St Louis Missouri, 63108 | Career Dept 3149773131 | 0 |
| 511 | University of Chicago | 5734 S Ellis Ave Chicago Illinois, 60637 | David Taylor 7737029506 | 0 |
| 576 | U of Wisconsin La Crosse | 1725 State St La Crosse Wisconsin, 54601 | Karolyn Bald 6087858514 | 0 |
| 585 | U of Wisconsin Madison | 821 University Ave Room 5114 Madison Wisconsin, 53706 | Pamela Garcia-Rivera 6088901046 | 0 |
| 609 | Mississippi State Univ School of Meteorology | 109 Hilbun Hall PO Box 5448 MS State Mississippi, 39762 | Kim Chewe 6623253915 | 0 |
| 610 | Minnesota Broadcasters Association | 401 North 3rd St # 370 Minneapolis Minnesota, 55401 | Maria Vorhis 6129268123 | 0 |
| 625 | Minnesota Works.net | 332 Minnesota St #E200 St Paul Minnesota, 55101 | Linda 6512968400 | 0 |
| 627 | Minnesota Dept of Economic Security Albert Lea | Mankato Place 12 Civic Center Plaza #1600 Mankato Minnesota, 56001 | Valerie Kvale 5074027294 | 0 |
| 630 | Minnesota State University Mankato | Career Development Center, WA 209, 730 Maywood Ave Mankato Minnesota, 56001 | Jaqui Menke 5073896061 | 0 |
| 737 | Macalester College | 1600 Grand Ave St Paul Minnesota, 55105 | Michele Moylan 6516966384 | 0 |
| 828 | Iowa State University Plcmt Office | 101 Hamilton Hall Ames Iowa, 50013 | Julie Probasco 5152944342 | 0 |

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|------|--|--|-------------------------------|---|
| 869 | St Cloud State University Career Center | 720 4th Ave S, Centennial Hall #215 St Cloud Minnesota, 563014498 | Desiree Wickman 3203082153 | 0 |
| 879 | Southwest Minnesota State University | 1501 State St Marshall Minnesota, 56258 | Carrie hansen 5075376221 | 0 |
| 923 | TV Jobs | PO Box 4116 Oceanside California, 920524116 | Mark C Holloway 7607548177 | 0 |
| 929 | Ball State University | Career Center, Lucinda Hall 220 Muncie Indiana, 47306 | Kyndra Haggard 7622852436 | 0 |
| 1181 | Winona State University Career Services | PO Box 5838 Phelps 126 Winona Minnesota, 55987 | Sheila Rinn 5074575878 | 1 |
| 1182 | Syracuse University | CDC, Rm 20, NCCI, 215 University Place Syracuse New York, 13224 | Karen McGee 3154433270 | 0 |
| 1197 | Wartburg College Pathways Center for Career Services | 100 Wartburg Blvd Waverly Iowa, 50677 | Derek Solheim 3193528615 | 0 |
| 1427 | Drake University School of Journalism & Mass Communication | 2805 University Ave 118 Meredith Hall Des Moines Iowa, 50311 | Shari Tenney 5152713194 | 0 |
| 1450 | Indeed.com | Austin Texas, | | 4 |
| 1457 | LinkedIn | 2029 Stierlin Ct Mountain View California, 94043 | | 2 |
| 2226 | Employee Referral | | | 1 |
| 2255 | RCTC | 851 30th Ave SE Rochester Minnesota, 55904 | Tameka Coleman 5072925152 | 0 |
| 2301 | *Austin Workforce Development | 1600 8th Ave NW Austin Minnesota, 55912 | Michael Postma 5074330555 | 0 |
| 2333 | HubSource | 220 S Broadway #100 Rochester Minnesota, 55904 | Samuel Gill 5074245681 | 1 |

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|------|-----------------|---|
| 3000 | HBI Career Site | 2 |
| 5000 | Internal | 1 |

Outreach Activities

| Name of Event/ Initiative | Contact Person | Date | Description of Initiative |
|-------------------------------------|---|-----------------------|---|
| ABC6News Weather Lab | Carissa Drake, Market Outreach Specialist | 05/21/2020-07/14/2020 | The ABC6News Weather Lab held two virtual events in 2020. KAAL Meteorologists performed experiments and showcased weather safety as well as discussed what it takes to become a meteorologist. 5/21/20 Bear Cave Elementary School 7/14/20 Austin, Rochester and Mason City YMCA Summer Camps |
| Job Fair | Howard University Career Services | 10/22/2020-10/22/2020 | The KAAL-TV News Director attended the Howard University virtual job fair on behalf of KAAL-TV. The purpose of the event was to recruit students for internships or career positions. |
| Job Fair | McKenna Pfeiffer | 02/19/2020-02/19/2020 | KAAL's News Director attended the University of Wisconsin-River Falls Career Fair on behalf of the station. The purpose of the event was to recruit students for internships or career positions. |
| Job Fair | Pamela Garcia-Rivera | 02/11/2020-02/11/2020 | KAAL's News Director attended the University of Wisconsin-Madison's Advertising and Communications Career Fair on behalf of the station. The goal was to meet potential job and internship applicants from this school. |
| Job Shadow | Sierra Babcoch | 03/11/2020-03/11/2020 | A student from Alden-Conger High School shadowed a meteorologist for a day. |
| St. Cloud State University Job Fair | Desiree Wickman | 01/31/2020-01/31/2020 | KAAL's News Director participated in this event on behalf of the station. He spoke with dozens of students who were interested in possible jobs and internships in broadcasting. |