

# FCC EEO Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KAAL-TV	TV	Austin, MN	18285

For the reporting period: 12/01/07 to 11/30/08

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
Account Executive: Commission+Base	09/10/2008	Internal,National,P	765
Assistant Chief Engineer	01/11/2008	Internal,National,T	765
Creative Services Prod/Editor	09/10/2008	Internal,National,P	1183
Director of Marketing	01/07/2008	Internal,National,P	1183
General Sales Manager	07/25/2008	Internal,National,P	776
Internet Account Executive : Commission + Base	06/16/2008	Internal,National,P	393
Meteorologist/Anchor	09/10/2008	Internal,National,P	917
Photographer/Editor	10/28/2008	Internal,National,P	Except for: 312 533 583 626 307
Photographer/Editor	10/28/2008	Internal,National,P	Except for: 312 533 583 626 917
Producer	09/19/2008	Internal,National,P	382
Producer	09/19/2008	Internal,National,P	614
Production Assistant/Master Control Operator	09/19/2008	Internal,National,S,T	712
Reporter/Photographer	09/19/2008	Internal,National,P	917
Reporter/Photographer	09/19/2008	Internal,National,P	765
Senior Account Executive: Salaried	09/19/2008	Internal,National,P	352
Senior Reporter/Anchor	07/10/2008	Internal,National,P	917
Sports Anchor/Reporter	10/17/2008	Internal,National,P	776

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
307	1	352	5	382	2	393	8
614	1	712	1	765	9	776	5
917	8	1183	2				

## List of Recruitment Sources that requested postings

1166 1201 1222 1277

## Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 546 555 843 865 893 905 911 912 913 1213 1270
National	<b>Current:</b> 253 254 255 452 487 608 644 651 657
P=Professional	<b>Current:</b> 185 204 315 333 342 352 362 382 393 435 485 508 511 519 576 578 579 585 609 611 614 627 630 702 738 756 765 776 790 828 869 879 917 929 1139 1140 1166 1182 1183 1197 1201 1222 1277 <b>10/29/08:</b> 312 INACTIVE 533 INACTIVE 583 INACTIVE 626 INACTIVE
Paid	<b>Current:</b> 459 688 712 745 833 <b>10/29/08:</b> 652 INACTIVE
S=Support	<b>Current:</b> 185 204 315 333 342 352 362 382 393 435 519 576 579 585 611 614 627 630 702 738 756 765 776 828 869 879 929 1139 1140 1182 1183 1197 1201 1222 <b>10/29/08:</b> 312 INACTIVE 533 INACTIVE 583 INACTIVE 626 INACTIVE
T=Technical	<b>Current:</b> 185 204 315 333 342 352 362 382 393 576 579 585 611 614 627 630 702 738 756 765 776 828 869 879 929 1139 1140 1182 1183 1197 1201 1222 <b>10/29/08:</b> 312 INACTIVE 583 INACTIVE 626 INACTIVE

## Recruitment Sources

ID	Source	ID	Source	ID	Source
185	Austin Area Chamber of Commerce 329 N Main St #102 Austin, MN 55912 Lori Scherer (888) 319-5655	204	Brown College 1440 Northland Dr Mendota Hts, MN 55120 Amber Luckie-Parks (651) 905-3465	253	Emma L Bowen Foundation-CA 4024 Radford Ave #300 Studio City, CA 91604 Norma P Pichardo (818) 655-5708
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494	255	Emma L Bowen Foundation-NY 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555

312	U of MN-School of Journalism/Mass Comm 110 Murphy Hall, 206 Church St SE Minneapolis, MN 55455 Heather (612) 625-0833	315	U of Northern Iowa GIL 102 Cedar Falls, IA 50614 Kris Peterson (319) 273-6857	333	U of South Dakota 414 E Clark St Vermillion, SD 57069 Maris Hauger (605) 677-5307
342	Community Organization-General	352	Employee-Current	362	Employee-Former
369	Internal Applicant	382	Job Fair	393	Publication
402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Peggy Scandin (218) 727-6864	408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745	416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791
435	Riverland Community College 1900 8th Ave NW Austin, MN 55912 Annette Huffman (507) 433-0814	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	459	Radio Television News Directors Association 4121 Plank Road #512 Fredricksberg, PA 22407 Tara (202) 467-5203
485	St Louis University 3642 Lindell Blvd O'Neil Hall St Louis, MO 63108 Ben Abell (314) 977-3335	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	508	University of Arizona Department of Atmospheric Sciences 1118 E 4th Street, PO Box 210081 Tucson, AZ 85721-008 Linda Meyers-Regal (520) 621-6831
511	University of Chicago 5734 S Ellis Ave Chicago, IL 60637 David Leslie (773) 702-8101	519	University of Iowa Career Center, 24 Phillips Hall Iowa City, IA 52242 Christine Wells (319) 335-1024	533	U of MN-Journalism & Communications 1794 Sargent Ave St Paul, MN 55105 Melody Gilbert (612) 699-5250
546	KSAX-TV 415 Filmore St Alexandria, MN 56308 Melissa Matthews (320) 763-5729	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301	576	U of Wisconsin-La Crosse 1725 State St 2nd Flr La Crosse, WI 54601 Karolyn Bald (608) 785-8514
578	U of Wisconsin Dept of Atmospheric & Oceanic Sciences 1225 W Dayton Street Room 849 Madison, WI 53706 Toni Sumner-Beebe (608) 262-2828	579	Wartburg College-Communication Arts Center 100 Wartburg Blvd Waverly, IA 50677 Jeff Stein (319) 352-8570	583	U of Wisconsin-Eau Claire 105 Garfield Ave, PO Box 4004 Eau Claire, WI 547024004 Staci Heidtke (715) 836-5358
585	U of Wisconsin-Madison 5115 Vilas Hall, 821 University Ave Madison, WI 53706 Erica Salkin (608) 263-4858	608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200	609	Mississippi State Univ-School of Meteorology 109 Hilbun Hall, PO Box 5448 MS State, MS 39762 Kim Chewe (662) 325-3915
611	Minnesota Dept of Economic Security- Austin 1900 8 Ave NW Austin, MN 55912 Marlene Niemeyer (507) 433-0591	614	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123	626	Minnesota Dept of Economic Security 390 N Robert St St Paul, MN 55101 Susan Shafer (651) 296-8400
627	Minnesota Dept of Economic Security- Albert Lea Mankato Place 12 Civic Center Plaza STE 1600 Mankato, MN 56001 Karen Wagner (507) 389-6723	630	Minnesota State University-Mankato 209 Wigley Administration WA 209 Mankato, MN 56001 Brenda Garbers (507) 389-6061	644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498
651	National Association of Hispanic Journalists PO Box 226722 Washington, DC 20045 Marco Botero (202) 662-7145	652	Native American Journalists Association 3359 36th Ave S Minneapolis, MN 55406 Mark Anthony Rolo (612) 729-9244	657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
688	National Press Photographers Assoc 414 S Andrews Street Shawano, WI 54166 Cory Dellenbach (715) 526-3383	702	Business Organization-General	712	Consulting Firm
738	Macalester College 1600 Grand Ave St Paul, MN 55105 Linda Schindler (651) 696-6384	745	Recruiter	756	Self Inquiry
765	Website	776	Word of Mouth	790	Penn State University Department of Meteorology 503 Walker Building University Park, PA 168025013 Lynn Persing (814) 863-8568
828	Iowa State University-Plcmt Office 0210 Beardshard Hall Ames, IA 50013 Ann Wessman (515) 294-5627	833	Journalismnext.com 1804 W Abingdon Dr #202 Alexandria, VA 22314 Eric Wee (703) 739-0408	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141
865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666	869	St Cloud State University-Career Svcs 720 4th Ave S AS 101 St Cloud, MN 563014498 Gregory Martin (320) 308-2153	879	Southwest Minnesota State University 1501 State St BA 156 Marshall, MN 56258 Linda Kruse (507) 537-6221
893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Lori Lung (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Nora Nieto (505) 625-8888	911	KSTP-AM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
912	KSTP-FM	913	WFMP-FM	917	TV Jobs

	3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989		3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989		PO Box 4116 Oceanside, CA 92054 Mark C Holloway (800) 374-0119
929	Ball State University Career Center, Lucinda Hall 220 Muncie, IN 47306 Cindy Hershman (765) 285-2436	1139	Southern Illinois University Career Services, Woody Hall B-204, Mail Code 4703 Carbondale, IL 62901 Beverly Robbins (618) 453-7112	1140	Illinois State University Campus Box 2520 Normal, IL 61790 Pat Heck (309) 438-5754
1166	Wayne State University Journalism Institute for Minorities 191 Manogian Hall Detroit, MI 48202 Alicia Nails (313) 577-6304	1182	Syracuse University CDC, Rm 20, NCCI, 215 University Place Syracuse, NY 13224 Karen McGee (315) 443-3270	1183	KAAL-TV Website 1701 10th Place NE Austin, MN 55912 Matt Christian (507) 355-6657
1197	Wartburg College Pathways Center for Career Services 100 Wartburg Blvd Waverly, IA 50677 Derek Solheim (319) 352-8615	1201	Winona State University PO Box 5838 Winona, MN 55987 Rita Banicki (507) 457-5613	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776
1222	Winona State University-Rochester Campus 859 30th Avenue SE Rochester, MN 55904 Jenny Ellsworth-Heglund (507) 280-5079	1270	ReelzChannel 1201 W 5th St #T900 Los Angeles, CA 90017 Vanessa Dominguez (213) 443-2469	1277	TV News Giggs 318 SE Jackson Street Lee's Summit, MO 64063 Stacey Chalous (816) 267-0316

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
School Visits	KAAL-TV Marketing/News	12/01/2007 - 11/30/2008	KAAL-TV news staff regularly speak with students in elementary schools, senior high schools and colleges about their jobs and careers in broadcasting.	Schools visited include: Austin YMCA Pre-School class; Career Day at Southwest Middle School in Albert Lea; Owatonna Junior High School; Career Day at NWS in LaCrosse WI; Austin Catholic Elementary School.
Brown College Broadcasting/Communications Job Fair	Amber Luckie- Parks	03/19/2008 - 03/19/2008	KAAL-TV's Production Manager attended Brown College's Job Fair from 10 a.m. until 2:30 p.m. The manager visited with soon to graduate students and alumni from Brown College about employment opportunities at KAAL-TV and in the television broadcasting industry. He spoke with over 16 students and received resumes and some demo reels. He instructed attendees to check our website for future job opportunities and how to apply for positions if interested. He also talked about the advantages of starting in a small market. Information about Hubbard Broadcasting, Inc. was also distributed.	
Midwest Journalism Career Fair	Teresa Vickery, Executive Director	03/28/2008 - 03/28/2008	KAAL-TV attended the Midwest Journalism Conference Career Fair March 28, 2008 in Bloomington, MN. The career fair was sponsored by National Academy of Television Arts and Sciences, Midwest Broadcast News Association, Society of Professional Journalists (SPJ), National Press Photographers Association (NPPA), the Association of Electronic Journalists, and Minnesota AP. Hiring officials from KAAL-TV and other Hubbard properties distributed general information about Hubbard Broadcasting and current job openings. They also answered questions about careers in broadcasting. Resumes were collected from a number of participants for consideration.	
NAHJ Career Fair	Brandon Benavides, Region 6 Director	04/05/2008 - 04/05/2008	KAAL-TV attended the Regional NAHJ Career Fair on April 5, 2008 hosted by the University of St. Thomas, Department of Communication & Journalism, Minneapolis, MN. Hiring officials from KAAL-TV distributed general information about Hubbard Broadcasting, Inc. and current job openings at KAAL-TV, as well as answered questions. Resumes and demo tapes were collected from a number of participants for employment consideration.	
NABEF/RTNDA/BEA Career Fair	Karen L. Hunter, Outreach & Diversity Manager, NAB Education Foundation	04/16/2008 - 04/16/2008	Hiring managers from KAAL-TV participated in the NABEF/BEA/RTNDA Career Fair in Las Vegas, NV on April 16, 2008. The Career Fair was held in Las Vegas, NV in conjunction with the annual NAB/RTNDA/BEA Media Conference. Approximately 200 individuals visited the Hubbard Broadcasting, Inc. booth. Information concerning current job openings for all HBI stations, including KAAL-TV, was distributed along with general information about Hubbard Broadcasting, Inc. Hiring officials from various HBI stations answered questions	

			about careers in broadcasting and employment opportunities. Resumes and tapes were collected for employment consideration.	
UNITY: Journalists of Color Exhibits Coordinator	Allison DeSevo,	07/23/2008 - 07/26/2008	KAAL-TV's General Manager participated in the UNITY: Journalists of Color 2008 Career Expo in Chicago, IL July 23 - July 26, 200. Approximately 8,000 people registered for UNITY and hundreds of individuals stopped by the Hubbard Broadcasting, Inc. booth. Contact information and open position listings for all HBI stations, including KAAL-TV, were distributed to interested individuals. Hiring officials at HBI stations answered questions about careers in broadcasting and collected resumes and tapes for employment consideration.	UNITY is a joint gathering of the Asian American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists and the Native American Journalists Association. It is the largest gathering of minority journalists. KAAL-TV participated with other Hubbard Broadcasting, Inc. stations at the Career Expo.
RCTC Mass Communications Information Session	Kendal Rasnake, Mass Comm. Director	07/24/2008 - 07/24/2008	KAAL-TV's Director of Marketing spoke to a group of students regarding local opportunities in the media field, what we look for and what it takes to get a job in the industry. She also shared information about job shadowing & internship opportunities, as well as distributed HBI and KAAL-TV recruiting information.	