

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2023 to 11/30/2024

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

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KAAL.Anchor(23-1391)	12/05/2023	185, 315, 333, 379, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	1294
KAAL.Multimedia Journalist(23-1506)	02/21/2024	185, 315, 333, 379, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	923, 1457, 2226
KAAL.Weekend Anchor/Reporter(23-1546)	01/18/2024	185, 315, 333, 379, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 790, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3089, 3090, 3091, 3092, 3093, 3111, 5000	5000
KAAL.TV Producer(23-1556)	02/21/2024	185, 315, 333, 379, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	1450, 1450
KAAL.Multimedia Journalist(24-1071)	05/06/2024	511, 577, 585, 590, 625, 630, 737, 840, 841, 869, 872, 875, 878, 923, 1035, 1181, 1197, 1202, 1294, 1427, 1447, 1510, 1603, 2187, 2292, 2295, 2333, 3033, 3063, 3067, 3089, 3090, 3091, 3092, 3093	2226, 5000
KAAL.Production Assistant(24-1131)	05/29/2024	185, 315, 333, 379, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 790, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	1450
KAAL.Weekend Weather Anchor/MMJ(24-1153)	06/11/2024	185, 315, 333, 435, 485, 508, 511, 577, 578, 585, 590, 609, 610, 625, 627, 630, 737, 790, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	1457

KAAL.Digital Producer(24-1156)	05/16/2024	185, 315, 333, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2226, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111	1450
KAAL.Sales & Marketing Coordinator(24-1162)	06/11/2024	185, 315, 333, 435, 485, 511, 577, 585, 590, 610, 625, 630, 737, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	1457
KAAL.Anchor-Morning News(24-1163)	10/23/2024	185, 315, 333, 379, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	923
KAAL.Digital Marketing Specialist(24-1229)	06/11/2024	185, 315, 333, 435, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	1181
KAAL.Multimedia Journalist(24-1230)	06/17/2024	185, 315, 333, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	3000
KAAL.Morning Anchor(24-1248)	06/17/2024	9000	5000
KAAL.Production Assistant(24-1328)	09/19/2024	185, 315, 333, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	1450
KAAL.Account Executive(24-1355)	09/17/2024	185, 315, 333, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 841, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3067, 3089, 3090, 3091, 3092, 3093, 3111, 5000	2226

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	University of South Dakota Dept of Media & Journalism	414 E Clark St Al Newharth Media Center Vermillion South Dakota, 57069	Samantha Nelson 6056775765	0
379	Job Fair			3
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
508	University of Arizona Department of Atmospheric Sciences	1118 E 4th St, PO Box 210081 Tucson Arizona, 85721	Sarah Warren 5206216831	0
511	University of Chicago	5734 S Ellis Ave Chicago Illinois, 60637	Handshake 7737029506	1
577	UW La Crosse Career Services	1725 State St LaCrosse Wisconsin, 54601	Handshake 6087858514	0
578	U of Wisconsin Dept of Atmospheric & Oceanic Sciences	1225 W Dayton St Room 849 Madison Wisconsin, 53706	Sue Foldy 6082622828	0
585	U of Wisconsin Madison	821 University Ave Room 5114 Madison Wisconsin, 53706	Handshake 6088901046	0
590	U of Wisconsin Superior	PO Box 2000 Superior Wisconsin, 54880	Handshake 7153948024	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	408 St. Peter Street Suite 423 St. Paul Minnesota, 55102	Tim Hyde 6129268123	3

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	Handshake 5073896061	0
737	Macalester College	1600 Grand Ave St Paul Minnesota, 55105	Handshake 6516966384	0
790	Penn State University Department of Meteorology	502 Walker Building University Park Pennsylvania, 16802	Ginger Kowalchuk 8148650478	0
828	Iowa State University Plcmt Office	101 Hamilton Hall Ames Iowa, 50013	Julie Probasco 5152944342	0
840	Concordia College Career Center	901 8th St S Moorhead Minnesota, 56562	Handshake 2182993020	0
841	St Olaf College	1520 St Olaf Ave, Tomson 270 Northfield Minnesota, 55057	Handshake 5077863268	0
869	St Cloud State University Career Center	720 4th Ave S, Centennial Hall #215 St Cloud Minnesota, 563014498	Handshake 3203082153	1
872	College of St Benedict/St John's	37 College Ave S, Career Services St Joseph Minnesota, 56374	Handshake 3203635707	0
875	St Mary's University	700 Terrace Hts #6 Winona Minnesota, 55987	Handshake 5074576695	1
878	Southwest Minnesota State University Career Svcs	1501 State St BA 156 Marshall Minnesota, 56258	Handshake 5075376221	0
923	TV Jobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 7607548177	4
929	Ball State University	Career Center, Lucinda Hall 220 Muncie Indiana, 47306	Kyndra Haggard 7622852436	0

1035	University of the Southwest	6610 Lovington Hwy T-30 Hobbs New Mexico, 88240	Handshake 5753926561	0
1181	Winona State University Career Services	PO Box 5838 Phelps 126 Winona Minnesota, 55987	Handshake 5074575878	2
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	Handshake 3193528615	0
1202	University of Wisconsin Eau Claire, Department of Communication & Journalism	105 Garfield Ave PO Box 4004 Eau Claire Wisconsin, 54702	Handshake 7158362528	0
1294	University of Minnesota-All Campuses	411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455	Handshake 6126247387	1
1427	Drake University School of Journalism & Mass Communication	2805 University Ave 118 Meredith Hall Des Moines Iowa, 50311	Handshake 5152713194	0
1447	University of Missouri	230 Jesse Hall Columbia Missouri, 65211	Handshake 5738821957	0
1450	Indeed.com	Austin Texas,		22
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		10
1510	DePaul University	1 E Jackson # 9500 Chicago Illinois, 60604	Handshake 3123625597	0
1603	Valparaiso University	1509 Chapel Dr Valparaiso Indiana, 46383	Handshake 2194645005	0
2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Handshake 2184772131	0
2226	Employee Referral			7

2255	RCTC	851 30th Ave SE Rochester Minnesota, 55904	Tameka Coleman 5072925152	0
2287	Gustavus Adolphus College	800 W College Ave St Peter Minnesota, 56082	Handshake 5079337524	0
2292	University of Wisconsin Oshkosh	800 Algama Blvd Oshkosh Wisconsin, 54901	Handshake 9204242181	0
2295	University of Wisconsin Milwaukee	University of Wisconsin Milwaukee Wisconsin, 53211	Handshake 4142294486	1
2301	Austin Workforce Development	1600 8th Ave NW Austin Minnesota, 55912	Jenny Iverson 5074605020	0
2333	Rochester Area Chamber of Commerce	220 S Broadway #100 Rochester Minnesota, 55904	Cherie Thurlow 507-288-1122	0
3000	HBI Career Site			4
3033	University of Northwestern-St. Paul	3003 Snelling Ave N St. Paul Minnesota, 55113	Handshake 6516315279	0
3034	The College of St. Scholastica	1204 Kenwood Avenue Duluth Minnesota, 55811	Handshake	0
3063	Bemidji State University/Northwest Technical College	1500 Birchmont Dr NE #18 Bemidji Minnesota, 56601	Handshake 218-755-2405	0
3067	South Dakota State University	1421 Student Union Lane Brookings South Dakota, 57006	Handshake 6056884425	1
3089	Michigan State University	556 E Circle Drive, 113 Student Services Bldg East Lansing Michigan, 48824	Handshake	0
3090	Simpson College	701 N C St Indianola Iowa, 50125	Handshake	0
3091	University of Michigan	500 S State St Ann Arbor Michigan, 48109	Handshake	0

3092	University of Iowa	Iowa City Iowa, 52242	Handshake	0
3093	University of North Dakota	Grand Forks North Dakota, 58202	Handshake	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
5000	Internal			4
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Columbia Journalism Career Expo 2024	Anusha Shrivastava	03/23/2024- 03/23/2024	KAAL-TV's Vice President/General Manager participated in the Columbia Journalism Career Expo. She met with students at the Columbia School of Journalism about various opportunities at KAAL-TV.
Midwest Journalism Conference Career Fair	John Murray	04/05/2024- 04/05/2024	KAAL-TV's News Director attended the Upper Midwest Foundation's Regional Emmy Award Show and Career Fair. She spoke with attendees about career opportunities at KAAL-TV.
SCSU Dept of Mass Comm and Film's Internship and Career Fair	Juli Pitzer	03/22/2024- 03/22/2024	KAAL-TV's News Director participated in the St. Cloud State University Dept of Mass Communications and Film's Internship and Career Fair. She met with students about various opportunities including full-time positions and internships at KAAL-TV.
Summer News Internship	Brianna Fay	06/03/2024- 08/08/2024	KAAL-TV hired one summer intern. The intern is earning a degree in journalism at St. Cloud State University. The intern worked with reporters, learning how to shoot and edit video, conduct interviews, do research, and write scripts.
Trainings	Sarah Brooks	12/01/2023- 11/30/2024	KAAL-TV provides outside training opportunities for current employees to grow and develop their skills and abilities with a goal for them to not only be better in their current role, but to aspire to higher level

achievements and roles. Training included:
Franklin Covey Leadership Classes, Midwest
Broadcast Journalists Association
Conference, and Magid Institute.
