

# FCC EEO Public File Report

<b>Call Sign</b>	<b>Type of Station</b>	<b>Location: City/State</b>	<b>Facility ID</b>
WDIO-TV	TV	Duluth, MN	71338

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
Master Control Operator	10/31/2008	Internal,National,P Except for: 1145 1278	369
Morning News Anchor	04/22/2008	Internal,National,P	369
Morning Weather Anchor/Reporter	08/28/2008	Internal,National,P Except for: 1145 1278	464
News Reporter	07/08/2008	Internal,National,P,S	1190
News Reporter	09/23/2008	Internal,National,P Except for: 1145 1278	1190
Photographer	07/08/2008	Internal	369
Producer	10/31/2008	Internal,National,P,S,T Except for: 1145 1278	911
Producer	10/31/2008	Internal,National,P,S,T Except for: 1145 1278	369
Sports Director/Anchor	02/13/2008	Internal	369
Sports Reporter/Anchor	07/08/2008	Internal,National,P	1190

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	7	464	2	590	1	623	1
628	1	835	1	911	1	1190	6
1198	1						

## List of Recruitment Sources that requested postings

1150 1159 1170 1198 1205 1206 1211 1278 1291 1292

## 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> 143 239 249 275 294 347 357 367 387 397 417 464 492 523 529 531 575 590 591 613 623 628 707 730 732 761 771 781 792 835 839 846 871 916 1159 1170 1171 1172 1190 1198 1205 1206 1211 1279 1288 1291 1292 <b>10/21/08:</b> 1278 INACTIVE <b>09/12/08:</b> 1145 INACTIVE <b>04/08/08:</b> 1291 ADDED 1292 ADDED <b>01/15/08:</b> 1288 ADDED
Paid	<b>Current:</b> 245 338 460 689 750
S=Support	<b>Current:</b> 143 239 249 275 294 347 357 367 387 397 417 464 492 523 529 531 575 590 591 613 623 628 707 730 732 761 771 781 792 807 821 839 846 871 1150 1159 1170 1171 1172 1190 1198 1206 1211 1288 1291 1292 <b>09/12/08:</b> 1145 INACTIVE <b>04/08/08:</b> 1291 ADDED 1292 ADDED <b>01/15/08:</b> 1288 ADDED
T=Technical	<b>Current:</b> 143 239 249 275 294 347 357 367 387 397 417 464 492 523 529 531 575 590 591 613 623 628 707 730 732 761 771 781 792 821 839 846 871 1150 1159 1170 1171 1172 1190 1198 1206 1211 1288 1291 1292 <b>09/12/08:</b> 1145 INACTIVE <b>04/08/08:</b> 1291 ADDED 1292 ADDED <b>01/15/08:</b> 1288 ADDED

## Recruitment Sources

ID	Source	ID	Source	ID	Source
143	American Indian Resources Ctr 211 W 4th St Duluth, MN 55806 Vi Foldesi (218) 726-1370	239	Duluth Business University 4724 Mike Colalillo Dr Duluth, MN 55807 Wendy Bergfalk (218) 740-4365	245	Duluth News Tribune 424 W 1st St Duluth, MN 55802 Sandy DoBrava (218) 723-5201
249	Department of Workforce Development-WI Job Center 1805 N 14th St #1 Superior, WI 54880 Mary Ann Grymala (715) 392-0818	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	275	Fon du Lac Tribal & Community College 2101 14th St Cloquet, MN 55720	294	Hibbing Community College 1515 E 25th St Hibbing, MN 55746

	Sandra Rice (212) 975-2545		Donna Isham (218) 879-0800		ATerri Brandt (218) 262-6775
307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555	338	Consulting Firm	347	Community Organization-General
357	Employee-Current	367	Employee-Former	369	Internal Applicant
387	Job Fair	397	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	417	WI Indianhead Technical College 600 N 21st St Superior, WI 54880 Kim Davidson (715) 394-6677
452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	460	Radio Television News Directors Association 1600 K St NW #700 Washington, DC 200362838 Sharon Hammon (202) 467-5258	464	St Cloud State University-Mass Communication 720 S 4th Ave St Cloud, MN 563014498 Gregory S Martin (320) 308-3293
487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	492	College of St Scholastica-American Indian Studies Program 1200 Kenwood Ave Duluth, MN 55811 Barbara King (218) 723-6170	523	U of MN-Duluth-Recruitment Coordinator 1117 University Dr, 21 Solon Campus Center Duluth, MN 55812 Linda Bloom (218) 726-7985
529	U of MN-Duluth-American Indian Learning Resource Center 1208 Kirby Dr, 315 Kirby Plaza Duluth, MN 55812 Lea Carr (218) 726-6350	531	U of MN-Duluth-Career Svcs 22 SCC 1117 University Dr Duluth, MN 55812 Pamela Merzowski (218) 726-7960	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	575	KUWS-Wisconsin Public Radio PO Box 2000 Superior, WI 54880 Kim Gustafson (715) 394-8530	590	U of Wisconsin-Superior 1800 Grand Ave Superior, WI 54880 Marie Harris (715) 394-8305
591	Center for Academic and Career Advising, UW-Superior Belknap & Catlin, PO BOX 2000 Superior, WI 54880 Susan Larson (715) 394-8024	608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200	613	NE MN Office of Job Training, Career Ctr 4927 Matterhorn Dr Duluth, MN 55811 Candis McQueen (218) 723-4948
623	Minnesota Broadcasters Association 3033 Excelsior Blvd #440 Minneapolis, MN 55416 Linda Lasere (612) 926-8123	628	Minnesota Job Service Plcmt Office 320 W 2nd St #205 Duluth, MN 55802 Ken Greshowak (651) 296-8400	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	657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	689	National Press Photographers Assoc Reg Chapter 5 1801 Grand Ave Des Moines, IA 50309 Mike Borland (515) 254-0462
707	Business Organization-General	730	Lake Superior College 2101 Trinity Rd Duluth, MN 558113399 Betsy Jacobson (218) 733-7618	732	Lake Superior College-BC 2101 Trinity Rd Duluth, MN 558113399 Brandon Leno, (218) 733-7665
750	Recruiter	761	Self Inquiry	771	Website
781	Word of Mouth	792	Mesabi Range Community & Technical College 1001 W Chestnut St Virginia, MN 55792 Lindsay Lahti (218) 749-0319	807	Hennepin Technical College-Eden Prairie/Brooklyn Park 9200 Flying Cloud Dr Eden Prairie, MN 55347 Cheryl Benkofske (763) 488-2411
821	Itasca Community College 1851 E Hwy 169 Grand Rapids, MN 55744 Harold Annette (218) 327-4491	835	Job Post-All MN State Universities	839	Bemidji State University-Career Svcs #18, 1500 Birchmont Dr NE Bemidji, MN 566012699 Laura Holm (218) 755-2038
843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	846	College of St Scholastica 1200 Kenwood Ave Duluth, MN 55811 Kathy Harbaugh (218) 723-6085	865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666
871	St Cloud Technical College 1540 Northway Dr St Cloud, MN 563031240 Pat Schug (320) 308-5926	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 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	913	WFMP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
916	Minnesota Women's Consortium 550 Rice St St Paul, MN 55103 Lorraine Hart (651) 228-0338	1145	UMD American Indian Studies 315 Kirby Plaza 1208 Kirby Drive Duluth, MN 55812 Dorothy M Olson (218) 726-6350	1150	Brown College-Career Services 1440 Northland Dr Mendota Heights, MN 55120 Amber Luckie (651) 905-3465
1159	University of South Dakota-Career Development Center	1170	Manship School of Mass Communications 221 Journalism Bldg Louisiana State	1171	University of Miami School of Communication

	414 E Clark St Vermillion, SD 57069 Billie Streufert (605) 677-5307		University Baton Rouge, LA 70803 Helen Taylor (225) 578-2336		5100 Brunson Dr Coral Gables, FL 33124 Luis Herrera (305) 284-2474
1172	Wayne State University Journalism Institute for Minorities 191 Manogian Hall Detroit, MI 48202 Jack Lessenberry (313) 993-4083	1190	WDIO-TV Website 10 Observation Rd Duluth, MN 55811 Peggy Scandian (218) 727-6864	1198	TVJobs PO Box 4116 Oceanside, CA 92052 Mark C Holloway (800) 374-0119
1205	Roger Williams University One Old Ferry Rd Bristol, RI 02809 Robbin Beauchamp (401) 254-3224	1206	Wisconsin Job Center/Veterans Services 1805 N 14th St, Ste 1 Superior, WI 54880 Jim Erickson (715) 392-7808	1211	Community Action Duluth 19 N 21st Ave W Duluth, MN 55806 Tamika Robinson (218) 726-1665
1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776	1270	ReelzChannel 1201 W 5th St #T900 Los Angeles, CA 90017 Vanessa Dominguez (213) 443-2469	1278	TV News Giggs 1012 SE Country Lane Lee's Summit, MO 64081 Stacey Chaloux (816) 392-4341
1279	ReelzChannel 1201 W 5th St #T900 Los Angeles, CA 90017 Kelly Inthout (213) 443-2469	1288	Northland College 1411 Ellis Ave Ashland, WI 54806 Jenna Casey (715) 682-1398	1291	St. Cloud State University-Student Employment Centennial Hall Ste 215 720 4th Ave S St. Cloud, MN 56301 Natasha Ashfeld (320) 308-3756
1292	St Cloud State University 720 4th Ave S St Cloud, MN 56301 Zengjun Peng (320) 308-3756				

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Student Job Shadow & Internship	Brandon Leno, Broadcasting Instructor, Lake Superior College	09/28/2007 - 12/16/2007	A Lake Superior College student participated in a job shadow with the station in Sept of 2007. Because of the opportunity, the student stayed on for an internship during the 2007 fall semester. He interned one day a week for 12 weeks with the production staff. He learned all aspects of the nightly newscast including how to work the teleprompter, floor direct and operate the audio board. He received college credit for the internship.	
Community Organizations/Speaking Engagements	WDIO-TV Public Affairs Office	12/01/2007 - 11/30/2008	WDIO-TV anchors, reporters, meteorologists, photographers and sales staff regularly speak with community organizations about their positions and careers in broadcasting. Additionally, they talk about the news business, what news is, and how stories develop.	Community organizations include: Evergreen Community Center; Duluth Rotary Club; Salvation Army; Lawyers on Live WDSE-TV; Police Breakfast, Duluth, MN; Kiwanis Senior Group; American Legion, Duluth, MN; Hermantown Hockey Fundraiser; Duluth Superior Shoremen Football.
School Visits	WDIO-TV Public Affairs Office	12/01/2007 - 11/30/2008	WDIO-TV News staff regularly speak with students in elementary schools, senior highs and colleges about their jobs and careers in broadcasting and meteorology.	Schools visited include: Piedmont Elementary; Grant Elementary School; NE MN Region Trio Upward Bound Program; Piedmont Elementary 2nd Grade class; Grant School 2nd Grade; Northern Lights Elementary School 1st Grade class; Northern Lights Elementary School Kindergarten class; Grant Elementary School Kindergarten class; Superior Middle School 8th Grade class; Esko Boy Scout Troop; Central High School 10th-12th Grade class; Lowell Elementary School's "Harvest of Literature Day".
Station Tours 07-08	WDIO-TV Public Affairs Office	12/01/2007 - 11/30/2008	Various schools and community groups come to the station studios for tours of the facility. Station personnel explain all the aspects of the station operations when they give the tours. The tour groups talk with the anchors, reporters and other station personnel about their jobs and how they prepared for their employment.	Schools and community groups that participated in station tours include: Moose Lake Elementary School; UMD Journalism Class; Cotton Elementary School; South Shore Wisconsin High School; Moose Lake Tiger Cubs; Esko Elementary 2nd Grade Class; Virginia Elementary School 5th Grade Class; Drummond WI Elementary 5th Grade Class; UMD Journalism Class; Hibbing Girl Scouts; Grand Rapids Boy Scouts.
Media Studies Advisory Committee Meeting	Brandon Leno, Instructor, Lake Superior College	12/13/2007 - 12/13/2007	Our production managers attended a Media Studies Advisory Committee meeting at Lake Superior College. They met with the media studies program director. Besides learning about the school's equipment upgrades, the program director provided an update on their enrollment and internship needs. Our managers discussed station recruitment	

			efforts.	
Career Awareness Fair 2008	Kent Bergum, Principal	02/13/2008 - 02/13/2008	WDIO-TV participated in the Superior Senior High School Annual Career Fair. The career fair represented the second phase of a four year career plan to assist high school sophomores with their futures. Three sessions of 160 students each attended the event. Most students who stopped by the station's booth wanted information about how much schooling they would need for positions throughout the station. Students also asked for tips on interviewing and resume writing.	
2008 Northland College Career Fair	Jenna Casey, Coordinator of Career & Community Services	02/14/2008 - 02/14/2008	Northland College had it's annual career fair on Thursday, February 14, 2008 from 9:30AM - 2PM. Students asked about weather openings at the station. Most of the students were sophomores and have 2 more years of school before graduation.	Last year we had a Northland College student who was our weekend weathercaster for about 6 months while he was going to school.
St. Cloud State University Job Fair	Natasha Ashfeld, Director, Student Employment Services	03/19/2008 - 03/19/2008	WDIO-TV participated in the St Cloud State University annual Summer Job and Internship Fair on Wednesday, March 19, 2008 from 10AM - 230PM. Students stopped by asking about jobs at the stations, specifically reporter positions. Applications were given out.	
Bemidji State University Career Connections Fair	Laura Holm, Coordinator	04/02/2008 - 04/02/2008	WDIO-TV management participated in the Bemidji State University annual Career Connections Fair on April 2, 2008. Several marketing and journalism students stopped by the station's table to ask about current job openings and what it takes to become a reporter or anchor. Information about other Hubbard Broadcasting, Inc. properties was also given out.	WDIO participated with KSAX-TV, another Hubbard Broadcasting, Inc. station.
Lake Superior College Job Fair 2008	Betsy Jacobson, Placement Director	04/02/2008 - 04/02/2008	WDIO-TV participated in the Lake Superior College Job Fair on April 2, 2008. Interested students stopped by and asked about our Production Technician openings.	
"The White House Project: Go Run"	Catherine Gray, Event Coordinator	04/12/2008 - 04/12/2008	On Saturday, April 12, 2008, a WDIO-TV Reporter gave a short presentation about women's roles in the media, to a group called "The White House Project: Go Run". This is a group that fosters political awareness for women, encouraging them to vote, run for office, etc. The reporter spoke about her education, background, and experience as a reporter at WDIO-TV.	
Cloquet High School Scholarship	Lee Oling, Counselor	04/14/2008 - 05/14/2008	WDIO-TV management worked with Lee Oling, a counselor at Cloquet High School to establish criteria for the station's broadcasting scholarships. WDIO-TV once again offered two \$500 scholarships to Cloquet High School seniors. Station management then selected scholarship recipients based on the set criteria. A WDIO-TV reporter presented the scholarship at the high school's awards ceremony on 5/14/08.	Criteria: Senior pursuing a degree from 2 year or 4 year post secondary institution in Broadcasting or related field, including: Journalism, Communication, Marketing, Public Relations/Promotions, Advertising, Computer Graphics or Graphic Arts, or Broadcasting Technology including Electronics or Electrical Engineering. Financial need or other scholarships awards will not be a factor in determining this award. Application process will include: statement of educational and career goals, 2 letters of recommendation and an official transcript.
Duluth Central High School Scholarship	Daphne Steele, Counselor	04/15/2008 - 05/29/2008	WDIO-TV management worked with Daphne Steele, Counselor of Duluth Central High School to set criteria for the station's scholarships. WDIO-TV offered two \$500 scholarships to seniors at Duluth Central High School. Station management then selected 2 students to receive the scholarships based on the criteria set. A WDIO-TV sports director presented the scholarships at the high school's awards ceremony on 5/29/08.	Criteria: Senior pursuing a degree from 2 year or 4 year post secondary institution in Journalism, Communications, Marketing, Public Relations/Promotions, Advertising, Computer Graphics or Graphic Arts, or Broadcasting Technology including Electronics or Electrical Engineering. Financial need or other scholarship awards will not be a factor in determining this award. Application process will include: statement of educational and career goals, 2 letters of recommendation and an official transcript.
Duluth Denfeld High School Scholarship	Sandy Thorsell, Eli Martin, Counselors	04/15/2008 - 05/29/2008	WDIO-TV management worked with Sandy Thorsell & Eli Martin, counselors at Duluth Denfeld High School, to establish criteria for station's scholarships. WDIO-TV offered two \$500 scholarships to seniors at Duluth Denfeld High School. Station management then selected 2 students to receive the scholarships based on the criteria set. A WDIO-TV Anchor presented the scholarships at their awards ceremony on 5/29/08.	Criteria: Senior pursuing a degree from 2 year or 4 year post secondary institution in Journalism, Communication, Marketing, Public Relations/Promotions, Advertising, Computer Graphics or Graphic Arts, or Broadcasting Technology including Electronics or Electrical Engineering. Financial need or other scholarship awards will not be a factor in determining this award. Application process will include: statement of educational and career goals, 2 letters of recommendation and an official transcript.

Grand Rapids High School Scholarship	Jane Neveau, Counseling Support Secretary	04/15/2008 - 05/14/2008	WDIO-TV management worked with Jane Neveau, the Counseling Support Secretary at Grand Rapids High School to set criteria for the station's broadcasting scholarships. The station offered two \$500 scholarships to seniors at Grand Rapids High School. Station management then selected 2 students to receive the scholarships based on the criteria set. A WDIO-TV reporter presented the two scholarships at the high school's awards ceremony on 5/14/08.	Criteria: Senior pursuing a degree from 2 year or 4 year post secondary institution in Broadcasting or related field, including: Journalism, Communication, Marketing, Public Relations/Promotions, Advertising, Computer Graphics or Graphic Arts, or Broadcasting Technology including Electronics or Electrical engineering. Financial need or other scholarship awards will not be a factor in determining this award. Application process will include: statement of educational and career goals, 2 letter of recommendation and an official transcript.
Hayward High School Scholarship	Susan Nicks, Guidance Office Secretary	04/15/2008 - 05/20/2008	WDIO-TV management worked with Susan Nicks, Guidance Office Secretary at Hayward High School to establish criteria for the station's scholarships. WDIO-TV offered two \$500 scholarships to seniors at Hayward High School. Station management then selected 2 students to receive the scholarships based on the criteria set. A WDIO-TV reporter presented the scholarships at their awards ceremony on 5/20/08.	Criteria: Senior pursuing a degree from 2 year or 4 year post secondary institution in Journalism, Communication, Marketing, Public Relations/Promotions, Advertising, Computer Graphics or Graphic Arts, or Broadcasting Technology including Electronics or Electrical Engineering. Financial need or other scholarship awards will not be a factor in determining this award. Application process will include: statement of educational and career goals, 2 letters of recommendation and an official transcript.
Hibbing High School Scholarship	Marge Frider, Secretary	04/15/2008 - 05/19/2008	WDIO-TV management worked with Marge Frider, Secretary at Hibbing Area High School to establish criteria for the station's scholarships. WDIO-TV offered two \$500 scholarships to seniors at the Hibbing Area High School. Station management then selected 2 students to receive the scholarships based on the criteria set. A station anchor presented the scholarships at the high school's awards ceremony on 5/19/08.	Criteria: Senior pursuing a degree from 2 year or 4 year post secondary institution in Journalism, Communication, Marketing, Public Relations/Promotions, Advertising, Computer Graphics or Graphic Arts, or Broadcasting Technology including Electronics or Electrical Engineering. Financial need or other scholarship awards will not be a factor in determining this award. Application process will include: statement of educational and career goals, 2 letters of recommendation and an official transcript.
Virginia High School Scholarship	Paula Larson, Donna Luzovich, Counselors	04/15/2008 - 05/09/2008	WDIO-TV management worked with Paula Larson & Donna Luzovich, counselors at Virginia High School, to establish criteria for station's scholarships. WDIO-TV offered two \$500 scholarships to seniors at Virginia High School. Station management then selected 2 students to receive the scholarships based on the criteria set. A WDIO-TV anchor presented the scholarships at the high school's awards ceremony on 5/9/08.	Criteria: Senior pursuing a degree from 2 year or 4 year post secondary institution in Journalism, Communication, Marketing, Public Relations/Promotions, Advertising, Computer Graphics or Graphic Arts, or Broadcasting Technology including Electronics or electrical Engineering. Financial need or other scholarship awards will not be a factor in determining this award. Application process will include: statement of educational and career goals, 2 letters of recommendation and an official transcript.
NABEF/RTNDA Career Fair	Karen Hunter, Manager of Diversity	04/16/2008 - 04/16/2008	WDIO-TV management participated in the NABEF/RTNDA Career Fair in Las Vegas, NV on March 28, 2008. Managers greeted job fair participants and shared information about jobs in broadcasting. Contact information and open position listings for all HBI stations, including WDIO-TV, were distributed to interested individuals. The Career Fair is a part of the NAB Show and RTNDA Conference.	WDIO-TV participated with other Hubbard Broadcasting, Inc. stations.
RTNDA Job Fair, Las Vegas	RTNDA	04/16/2008 - 04/16/2008	College students and job seekers from across the country attended the job fair to meet with television station representatives. Interviewed candidates, looked at resume's, discussed career options and job seeking strategies.	
Northland Career and Technical Education Expo	Michelle LaPorte, Lake Superior College, High School Connections	04/30/2008 - 04/30/2008	Lake Superior College held its annual Northland Career and Technical Education Expo on April 30, 2008 from 8:30am - 12:30pm. Over 600 students attended the event from 12 high schools from the surrounding area. Our reporters, anchors, and photographers answered questions about their jobs and professions to the various high school students attending. Students asked questions about jobs in broadcasting and what classes to take in high school to prepare themselves for college. Our photographer and reporters did a story with students interacting with them. The feature was on the 5, 6 & 10PM news that evening.	
Job Shadow	Kim Johnson	05/20/2008 - 05/20/2008	A sophomore from the University of Minnesota-Twin Cities spent the day in our newsroom and with a reporter. During the day, she received a tour of the	

			station, sat in the morning story ideas meeting, went out to cover breaking news of a lodge fire in Lutsen. In Lutsen, she saw station personnel shoot video and interview the fire chief and the owner of the lodge. She also saw how the story was put together for the 6pm news.	
Job Shadow	Superior Senior High School	05/21/2008 - 05/23/2008	A Superior Senior High School student spent two days at WDIO-TV. He was fulfilling a requirement for a careers class and was interested in going into television production. He shadowed the camera operators, the floor director, the audio technician, the technical director and director for different shows.	The student was hired as a part time production assistant.
St. Scholastica Marketing Event	Doctorate Student at St. Scholastica	06/11/2008 - 06/11/2008	A doctorate student at the College of St. Scholastica, working toward his doctorate in Physical therapy, came to WDIO-TV his marketing class to complete his final project. His project was to put together a marketing plan for a physical therapy clinic. Station personnel helped him prepare a computerized marketing component for the final presentation.	
Newsroom Internship	Breanne Masee, Assistant News Director	07/01/2008 - 08/01/2008	A college student from Luther College spent a month interning in our newsroom at WDIO-TV. While interning here at the station, she learned how to update our website, write stories for broadcast and see how a newscast is produced. She went on numerous stories with reporters and photographers and saw how interviews were conducted. She also spent time watching our evening news and how it was produced and directed.	This internship gave experience to a college student who is pursuing journalism as a future career.
Lake Superior College PT Employment Fair	Betsy Jacobson, Placement Director	09/24/2008 - 09/24/2008	WDIO-TV's Production Manager participated in the Lake Superior College Part-Time Employment Fair on 9/24/08. Interested students asked him questions about current and future job openings.	A student from this event was hired.
Journalism Class, University of Wisconsin, Superior	Mike Simonson, Instructor, University of Wisconsin, Superior	10/02/2008 - 10/02/2008	WDIO-TV's News Director spoke to an Advanced Reporting Class at the University of Wisconsin, Superior. Topics included how the journalism profession operates, how news decisions are made, career opportunities, challenges and opportunities.	
Job Shadow	Jeff Torgerson, Student	10/08/2008 - 10/08/2008	A student from the Institute of Production and Recording came to WDIO-TV to tour our newsroom and view a 6PM newscast. The student also met with newsroom staff and learned the process of creating a newscast.	
Job Shadow	Meagan Hayes, Student	10/13/2008 - 10/13/2008	A UMD student, who is interested in pursuing journalism as a career, came to WDIO-TV to tour our newsroom and watch our 6PM newscast. She got to talk with the talent and reporters in the newsroom and learned what goes into creating a newscast.	
Open World Program Visit	Joyce Benson, League of Women Voters	10/22/2008 - 10/22/2008	Five leaders from the country of Tajikistan visited the station to learn about American Journalism, free press, and democracy. Group included elected officials, journalists and government leaders. The group was told about the relationship between the press and government. The group asked questions and discussed challenges in their own country. The group met with members of the news staff and also watched a newscast in the studio.	
Election Night Volunteers	Chris Julien, UMD Instructor	11/04/2008 - 11/04/2008	Almost 30 students from UMD came to WDIO-TV on Election night to help gather vote totals from the General Election. Each student went out to a polling site to collect vote totals. Before that, the students watched our 6PM newscast. A small number of the students came back to help out in our newsroom through the duration of our election coverage.	
UMD Class Assignment	Barb Titus, Instructor	11/10/2008 - 11/10/2008	A UMD student conducted an informational interview with the Assistant News Director to learn about different jobs in broadcasting. The student also met with the WDIO Sports staff.	