

# FCC EEO Public File Report

<b>Call Sign</b>	<b>Type of Station</b>	<b>Location: City/State</b>	<b>Facility ID</b>
WDIO-DT	TV	Duluth, MN	71338
WIRT-DT	TV	Hibbing, MN	71336
For the reporting period: 12/01/17 to 11/30/18			

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
Creative Services Videographer & Producer	11/05/2018	Internal,National,P	402
Morning News Anchor/Reporter	12/07/2017	Internal,National,P Except for: 2312	369
News Reporter	12/15/2017	Internal,National,P	357
Producer	12/12/2017	Internal,National,P Except for: 2312	369
Production Manager	10/16/2018	Internal,National,P	369
Weekend Meteorologist/Reporter	02/23/2018	Internal,National,P	1292

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
357	1	367	1	369	8	402	1
531	1	771	1	792	1	1190	4
1198	1	1292	1				

## List of Recruitment Sources that requested postings

613 623 730 1159 1170 1172 1198 1205 1206 1211 1279 1288 1292 1442 2279 2312 |

## Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 2320 <b>05/09/18:</b> 2320 ADDED
National	<b>Current:</b> 255 452 487 644 657 1092 <b>05/09/18:</b> 2321 INACTIVE 2321 ADDED
P=Professional	<b>Current:</b> 249 275 347 357 367 387 397 417 531 575 590 613 623 628 707 730 761 771 781 792 835 839 846 871 916 1159 1170 1171 1172 1190 1198 1205 1206 1211 1279 1288 1292 1442 2279 2312 <b>11/19/18:</b> 523 INACTIVE 529 INACTIVE 591 INACTIVE 1291 INACTIVE 1430 INACTIVE 1431 INACTIVE 1432 INACTIVE
Paid	<b>Current:</b> 338 689 750 <b>11/19/18:</b> 245 INACTIVE
S=Support	<b>Current:</b> 249 275 347 357 367 387 397 417 531 575 590 613 623 628 707 730 761 771 781 792 807 821 839 846 871 1159 1170 1171 1172 1190 1198 1206 1211 1288 1292 1429 1445 <b>11/19/18:</b> 523 INACTIVE 529 INACTIVE 591 INACTIVE 1291 INACTIVE 1452 INACTIVE
T=Technical	<b>Current:</b> 249 275 347 357 367 387 397 417 531 575 590 613 623 628 707 730 761 771 781 792 821 839 846 871 1159 1170 1171 1172 1190 1198 1206 1211 1288 1292 1429 1445 <b>11/19/18:</b> 523 INACTIVE 529 INACTIVE 591 INACTIVE 1291 INACTIVE 1452 INACTIVE

## Recruitment Sources

ID	Source	ID	Source	ID	Source
245	Duluth News Tribune 424 W 1st St Duluth, MN 55802 Sandy DoBrava (218) 723-5201	249	Job Center of Wisconsin 1805 N 14th St Superior, WI 54880 Chuck Gottschall (715) 392-7812	255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York, NY 10112 Sandra Rice (212) 664-3486
275	Fond du Lac Tribal & Community College 2101 14th St Cloquet, MN 55720 Donna Isham (218) 879-0800	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Andy Higgins (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 Vicki Kaping (218) 279-7734	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 Angela Scott (715) 394-6677	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000

523	U of MN-Duluth-Recruitment Coordinator 1117 University Dr, 21 Solon Campus Center Duluth, MN 55812 Linda Bloom (218) 726-7985	529	UMD American Indian Learning Resource Center 1208 Kirby Dr, 315 Kirby Plaza Duluth, MN 55812 Lea Carr (218) 726-6379	531	U of MN-Duluth-Career Svcs 22 SCC 1117 University Dr Duluth, MN 55812 Pamela Merzowski (218) 726-7960
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/Yellowjacket Union, Ste 230 PO Box 2000 Superior, WI 54880 Kathy Pykkonen (715) 394-8024
591	Center for Academic and Career Advising, UW-Superior Belknap & Catlin, PO BOX 2000 Superior, WI 54880 Susan Larson (715) 394-8024	613	NE MN Office of Job Training, Career Ctr 820 N 9th St Virginia, MN 55792 Randy Back (218) 735-6105	623	Minnesota Broadcasters Association 3033 Excelsior Blvd #440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123
628	Minnesota Workforce Center-Duluth 402 W 1st St Duluth, MN 55802 Rhonda Rutford (218) 302-8406	644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498	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 Eric Brandt (218) 733-7717
750	Recruiter	761	Self Inquiry	771	Website
781	Word of Mouth	792	Mesabi Range Community & Technical College 1001 W Chestnut St Virginia, MN 55792 Toby Anderson (218) 749-0319	807	Hennepin Technical College-Eden Prairie/Brooklyn Park 9000 Brooklyn Blvd Brooklyn Park, MN 55445 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 1500 Birchmont Dr NE #18 Bemidji, MN 566012699 Lisa Gubrud (218) 755-2405
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 Diane Swanoski (218) 723-6085	865	KAAL-TV 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229
871	St Cloud Technical College 1540 Northway Dr St Cloud, MN 56303 Jackie Bauer (320) 308-5486	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Rachel Sedillo (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888
911	Hubbard Radio Twin Cities 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	1092	Broadcast Engineering 9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732
1159	University of South Dakota-Career Development Center 414 E Clark St Vermillion, SD 57069 Tara Rohan (605) 677-5307	1170	Manship School of Mass Communications 221 Journalism Bldg Louisiana State University Baton Rouge, LA 70803 Mass Communication Department (225) 578-2336	1171	University of Miami School of Communication 5100 Brunson Dr Coral Gables, FL 33146 Carolyn M Castro (305) 284-5234
1172	Wayne State University Journalism Program 555 Manooagian Hall, 906 W Warren Ave Detroit, MI 48201 Jack Lessenberry (313) 993-4083	1190	WDIO-TV Website 10 Observation Rd Duluth, MN 55811 Vicki Kaping (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 Pamela Fournier (401) 253-1040	1206	Wisconsin Job Center/Veterans Services 1805 N 14th St, Ste 1 Superior, WI 54880 Tom Casey (715) 392-7808	1211	Community Action Duluth 2424 W 5th St #102 Duluth, MN 55806 Deb Eagle (218) 726-1665
1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776	1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	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 Patti Fenner-Leino (715) 682-1230	1291	St. Cloud State University-Student Employment Centennial Hall Ste 215 720 4th Ave S St. Cloud, MN 56301 Molly Nettell (320) 308-3756	1292	St Cloud State University 720 4th Ave S St Cloud, MN 56301 Zengjun Peng (320) 308-3756
1429	Leech Lake Tribal College 6945 Little Wolf Rd NW Cass Lake, MN 56633 Dawn Kingbird (218) 335-4289	1430	The College of St Scholastica - School of Arts 1200 Kenwood Ave Duluth, MN 55811 Ed Smith (218) 723-6072	1431	The College of St Scholastica - Communications Department 1200 Kenwood Ave Duluth, MN 55811 Dr Nathan Carroll (218) 723-6144
1432	The College of St Scholastica - School of Arts and Letters 1200 Kenwood Ave	1442	Columbia University Graduate School of Journalism 2950 Broadway	1445	Hibbing Community College-Multimedia Program 1515 E 25th St

1452	Duluth, MN 55811 Pat Greenwood (218) 723-6607 College of St Scholastica 1200 Kenwood Ave Duluth, MN 55811 Robert Larson (218) 723-6072	1844	New York, NY 10027 Career Services (212) 854-4422 Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (202) 895-5000	1845	Hibbing, MN 55746 Sarah Douglas (218) 263-2968 Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102
1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019	2081	Hubbard Radio-Phoenix 1100 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2279	UNO School of Communication 6001 Dodge Street CPACS 200 Omaha, NE 68182 Chris Allen (402) 554-2601	2312	Indeed.com 7501 N. Capital of Texas Hwy Austin, TX 78731 n/a (555) 555-5555
2320	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461	2321	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988		

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
School Visits 2017-2018	WDIO Public Affairs Office	12/01/2017 - 11/30/2018	WDIO News & Weather staff regularly speak with students in elementary schools, senior high schools and colleges about their jobs and careers in broadcasting and meteorology.	Schools visited include: Homecroft Elementary 2nd-5th Grade (Duluth), Coppertop School (Duluth), Piedmont Elementary Preschool & 2nd Grade, Marquette Catholic School 5th Grade, Woodland Hills (ages 12-18), Coppertop Nursery School (PreK), Lake Superior Elementary 2nd Grade, Washburn WI 2nd Grade, North Star Duluth 2nd Grade, Piedmont Preschool,
Station Tours 2017-2018	WDIO-DT Public Affairs Office	12/01/2017 - 11/30/2018	WDIO regularly offers station tours to interested schools and community groups. Participants learn about station operations and what it takes to put on a newscast. They also have an opportunity to talk with Anchors, Reporters and other station personnel about their jobs and how they prepared for employment in broadcasting.	Tour groups include: Proctor 6th Grade Digital Journalism Class, Hope School Group (6-8th Grade), Hadrich Family (ages 10-40), Maple Grove Cub Scouts (ages 11-15), Cub Scout Pack 496 (Carlos/Milona MI, ages 10-12), Cherry Elementary,
Diversity Job & Internship Fair, St Cloud State University	Nancy Michael, Career Services Center	01/26/2018 -	WDIO's News Director attended the Diversity Job Fair at St. Cloud State University. He met with many students about employment opportunities at the station. They also discussed a typical day in the newsroom and what classes are important to obtain a journalism career.	
Cloquet High School Career Class	Cullen Franek, Careers Teacher	03/22/2018 -	WDIO News Anchor spoke to high school students in a class that is focused on career development. WDIO's Anchor spoke about his background in the news industry and the various types of careers available in television broadcasting. They discussed the education needed to obtain a television career.	WDIO's Anchor fielded questions from student about potential internship or job shadow opportunities.
University of MN School of Journalism Presentation	Scott Libin, Hubbard Senior Fellow/Journalism Instructor	04/30/2018 -	WDIO's News Director spoke with students in two classes at the University of MN School of Journalism. The goal was for students to hear from a working professional in television journalism. He spoke about the qualities needed to be a broadcast journalist and the classes necessary to obtain a position in the industry. The students asked a number of questions about the variety of job opportunities at the television station.	
University of St Thomas School of Journalism Presentation	Greg Vandegrift, Clinical Professor in the School of Journalism	05/08/2018 -	WDIO's News Director spoke with students in two classes at the University of St Thomas School of Journalism. He spoke on a wide range of topics related to journalism, and gave insight to the many career opportunities within the broadcast industry including the qualities needed for the various roles and the classes necessary to obtain those positions. The students asked a number of questions about the variety of job opportunities at the television station.	
Job Shadow	Two Harbors High School Student	05/10/2018 -	A student from Two Harbors High School job shadowed WDIO's Creative Services Manager and one of our Commercial Photographer/Producers. They demonstrated videography, lighting techniques, microphone placement, editing of commercials, and production of commercials. They explained the different departments of a broadcast facility and the education necessary to obtain a career in each. The student is attending a Career Readiness class as part of his curriculum.	The student is interested in job opportunities at the station in the future.

Job Shadow	Woodbury High School student	07/24/2018 - 07/24/2018	A student from Woodbury High School spent the day job shadowing a WDIO anchor/reporter. She observed the anchor/reporter in her daily schedule and duties. She also met with WDIO's News Director to understand how a newscast is created for broadcast. She learned about the classes necessary to obtain a broadcasting degree.	The student learned about television jobs and the behind the scenes process of a newscast.
Kiwanis Club Kid's Weather Guest	Joey Bullyan, student	09/11/2018 - 09/11/2018	As part of a Kiwanis Club fundraiser, one youth winner was selected to participate in the WDIO Weathercaster For A Day program. WDIO's Chief Meteorologist showed the youth around the studio, spoke about his job in the weather department, and told him about the education necessary to become a meteorologist.	
SCSU Career Day	Niki Ebensteiner, Organizer	09/26/2018 - 09/26/2018	WDIO's Assistant Chief Engineer attended Career Day at St. Cloud State University. He met with many students about employment opportunities at the station, with a focus on the production and engineering departments.	