

# FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2018 to 11/30/2019

Call Letter	Type of Station	Location:City/State	Facility ID
WDIO-DT	TV	Duluth, MN	71338
WIRT-DT	TV	Hibbing, MN	71336

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WDIO-DT.Multimedia Journalist - WDIO-TV(18-5490)	05/23/2019	275, 379, 417, 531, 590, 610, 613, 615, 628, 725, 730, 792, 807, 821, 839, 846, 871, 923, 1159, 1162, 1170, 1171, 1205, 1206, 1211, 1268, 1288, 1292, 1445, 1450, 2226, 2279, 3000	5000
WDIO-DT.Photographer/Editor(18-5491)	01/18/2019	275, 307, 347, 357, 367, 369, 387, 397, 402, 408, 416, 417, 555, 575, 590, 613, 623, 628, 707, 730, 761, 771, 781, 792, 839, 843, 846, 865, 871, 893, 905, 911, 916, 1159, 1170, 1171, 1172, 1190, 1198, 1205, 1206, 1211, 1213, 1270, 1279, 1288, 1292, 1442, 1844, 1845, 1847, 1848, 2081, 2082, 2279, 2312, 2320	369
WDIO-DT.Engineer(18-5530)	01/16/2019	307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1844, 1845, 1847, 1848, 2081, 2082, 2320	369
WDIO-DT.Digital Sales/New Business Account Executive(19-1161)	05/24/2019	275, 379, 417, 531, 590, 610, 613, 615, 628, 725, 730, 792, 807, 821, 839, 846, 871, 923, 1159, 1162, 1170, 1171, 1205, 1206, 1211, 1268, 1288, 1292, 1445, 1450, 2226, 2279, 3000	1450
WDIO-DT.Account Executive(19-1245)	05/30/2019	275, 379, 417, 531, 590, 610, 613, 615, 628, 725, 730, 792, 807, 821, 839, 846, 871, 923, 1159, 1162, 1170, 1171, 1205, 1206, 1211, 1268, 1288, 1292, 1445, 1450, 2226, 2279, 3000	2226
WDIO-DT.Multimedia Journalist & Newscast Producer(19-1293)	08/20/2019	275, 379, 417, 531, 590, 610, 613, 615, 628, 725, 730, 792, 807, 821, 839, 846, 871, 923, 1159, 1162, 1170, 1171, 1205, 1206, 1211, 1268, 1288, 1292, 1445, 1450, 2226, 2279, 3000, 5000	531
WDIO-DT.News Director(19-1329)	08/30/2019	275, 379, 417, 531, 590, 610, 613, 615, 628, 725, 730, 792, 807, 821, 839, 846, 871, 923, 1159, 1162, 1170, 1171, 1205, 1206, 1211, 1268, 1288, 1292, 1445, 1450, 2226, 2279, 3000, 5000	1457
WDIO-DT.Reporter(19-1330)	08/14/2019	275, 379, 417, 531, 590, 610, 613, 615, 628, 725, 730, 792, 807, 821, 839, 846, 871, 923, 1159, 1162, 1170, 1171, 1205, 1206, 1211, 1268, 1288, 1292, 1445, 1450, 2226, 2279, 3000, 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
275	Fond du Lac Tribal & Community College	2101 14th St Cloquet Minnesota, 55720	Donna Isham 2188790800	0
307	KSTP-TV	3415 University Ave St Paul MN, 55114	Andy Higgins 6516425555	0
347	Community Organization- General			0
357	Employee-Current			0
367	Employee-Former			0
369	Internal Applicant			5
379	Job Fair			0
387	Job Fair			0
397	Publication			0
402	WDIO-TV	10 Observation Rd Duluth MN, 55811	Vicki Kaping 2182797734	1
408	WHEC-TV	191 East Ave Rochester NY, 14604	Kathy Knox 5855460745	0
416	WNYT-TV	15 N Pearl St Albany NY, 12204	Christine Kimball 5184364791	0
417	WI Indianhead Technical College	600 N. 21st Street Superior Wisconsin, 54880	Angela Scott 7153946677	0

531	U of MN Duluth Career Svcs	22 SCC 1117 University Dr Duluth Minnesota, 55812	Pamela Merzwski 2187267960	1
555	KSTC-TV	3415 University Ave St Paul MN, 55114	Glenna Sorensen 6515237301	0
575	KUWS-Wisconsin Public Radio	PO Box 2000 Superior WI, 54880	Kim Gustafson 7153948530	0
590	U of Wisconsin Superior/Yellowjacket Union, Ste 230	PO Box 2000 Superior Wisconsin, 54880	Kathy Pykkonen 7153948024	0
610	Minnesota Broadcasters Association	401 North 3rd St # 370 Minneapolis Minnesota, 55401	Maria Vorhis 6129268123	0
613	*NE MN Office of Job Training Career Ctr	820 N 9th St Virginia Minnesota, 55792	Randy Back 2187356105	0
615	Minnesota Women's Consortium	550 Rice St St Paul Minnesota, 55103	Lorraine Hart 6512280338	0
623	*Minnesota Broadcasters Association	3033 Excelsior Blvd #440 Minneapolis MN, 55416	Linda LaSere 6129268123	0
628	Minnesota Workforce Center Duluth	402 W 1st St Duluth Minnesota, 55802	Rhonda Rutford	0
707	Business Organization-General			0
725	Leech Lake Tribal College	6945 Little Roof Rd NW Cass Lake Minnesota, 55633	Amarin Chanthorn 2183354225	0
730	*Lake Superior College	2101 Trinity Rd Duluth Minnesota, 55811	Eric Brandt 2187337717	0
761	Self Inquiry			0
771	Website			1
781	Word of Mouth			0

792	Mesabi Range Community & Technical College	1001 W Chestnut St Virginia Minnesota, 55792	Toby Anderson 2187490319	0
807	Hennepin Technical College Eden Prairie/Brooklyn Park	9000 Brooklyn Blvd Brooklyn Park Minnesota, 55445	Cheryl Benkofske 7634882411	0
821	Itasca Community College	1851 E Hwy 169 Grand Rapids Minnesota, 55744	Harold Annette 2183274491	0
839	Bemidji State University Career Svcs	1500 Birchmont Dr NE #18 Bemidji Minnesota, 566012699	Lisa Gubrud 2187552405	0
843	KOBF-TV	825 W Broadway Farmington NM, 87401	Deb Kelly 5053261141	0
846	College of St Scholastica	1200 Kenwood Ave Duluth Minnesota, 55811	Diane Swanoski 2187236085	0
865	KAAL-TV	1320 Salem Rd SW Rochester MN, 55902	Deb Nerud 5072587229	0
871	St Cloud Technical College	1540 Northway Dr St Cloud Minnesota, 56303	Jackie Bauer 3203085486	0
893	KOB-TV	4 Broadcast Plaza SW Albuquerque NM, 87104	Rachel Sedillo 5052434411	0
905	KOBR-TV	124 E 4th St Roswell NM, 88201	Isabel Castillo 5056258888	0
911	Hubbard Radio Twin Cities	3415 University Ave St Paul MN, 55114	Mary Schaible 6516472989	0
916	Minnesota Women's Consortium	550 Rice St St Paul MN, 55103	Lorraine Hart 6512280338	0
923	TV Jobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 7607548177	7
1159	*University of South Dakota Career Development Center	414 E Clark St Vermillion South Dakota, 57069	Tara Rohan 6056775307	0
1162				

Wayne State University Journalism Institute for Media Diversity	191 Manoogain Hall Detroit Michigan, 48201	Alicia Nails 3135776304	0	
1170	*Manship School of Mass Communications	221 Journalism Bldg Louisiana State University Baton Rouge Louisiana, 70803	Mass Communication Department 2255782336	0
1171	University of Miami School of Communication	5100 Brunson Dr Coral Gables Florida, 33146	Carolyn M Castro 3052845234	0
1172	*Wayne State University Journalism Program	555 Manoogian Hall, 906 W Warren Ave Detroit MI, 48201	Jack Lessenberry 3139934083	0
1190	WDIO-TV Website	10 Observation Rd Duluth MN, 55811	Vicki Kaping 2187276864	0
1198	*TVJobs	PO Box 4116 Oceanside CA, 92052	Mark C Holloway 8003740119	0
1205	*Roger Williams University	One Old Ferry Rd Bristol Rhode Island, 2809	Pamela Fournier 4012531040	0
1206	*Wisconsin Job Center/Veterans Services	1805 N 14th Street #1 Superior Wisconsin, 54880	Tom Casey 7153927808	0
1211	*Community Action Duluth	2424 W 5th St #102 Duluth Minnesota, 55806	Deb Eagle 2187261665	0
1213	F&F Productions	14333 Meyerlake Circle Clearwater FL, 33760	Donna Guilliame 7275356776	0
1268	Columbia University Graduate School of Journalism	2950 Broadway, 207 Journalism New York New York, 10027	Izabela Rutkowski 2128544422	1
1270	ReelzChannel	5650 University Blvd SE Albuquerque NM, 87106	Lori Lung 5052128800	0
1279	ReelzChannel	1201 W 5th St #T900 Los Angeles CA, 90017	Kelly Inthout 2134432469	0
1288	Northland College	1411 Ellis Ave Ashland Wisconsin,	Patti Fenner-Leino 7156821230	0

1292	St Cloud State University	720 4th Ave S St Cloud Minnesota, 56301	Zengjun Peng 3203083756	0
1442	Columbia University Graduate School of Journalism	2950 Broadway New York NY, 10027	Career Services 2128544422	0
1445	*Hibbing Community College Multimedia Program	1515 E 25th St Hibbing Minnesota, 55746	Sarah Douglas 2182632968	0
1450	Indeed.com	Austin Texas,		15
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		4
1844	Hubbard Radio - Washington, DC	3400 Idaho Ave NW Washington DC, 20016	Sue Rushkowski 2028955000	0
1845	Hubbard Radio-Cincinnati	2060 Reading Rd Cincinnati OH, 45202	Nicole Carvelli 5136995102	0
1847	Hubbard Radio-St. Louis	11647 Olive Blvd St Louis MO, 63141	Brenda Joyce 3149836000	0
1848	Hubbard Radio-Chicago	130 E Randolph St Suite 1700 Chicago IL, 60601	Liz Luptak 3129461019	0
2081	Hubbard Radio-Phoenix	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298673	0
2082	Hubbard Radio-Seattle	3650 131st Avenue SE #550 Bellevue WA, 98006	Lisa Closterman 4256531160	0
2226	Employee Referral			5
2279	*UNO School of Communication	6001 Dodge St CPACS 200 Omaha Nebraska, 68182	Chris Allen 4025542601	0
2312	Indeed.com	7501 N. Capital of Texas Hwy Austin TX, 78731	n/a 5555555555	1
2320	HBI Radio North	13225 Dogwood Dr Brainerd MN, 56425	Justin Jerve 2188224461	0

3000	HBI Career Site	5
5000	Internal	4

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Guest Speaker Port of Kiwanis Duluth	Cordelia Swanson, Club President	03/08/2019-03/08/2019	WDIO's Meteorologist/Reporter spoke with members about meteorology as a guest speaker at the Port of Kiwanis Duluth. He answered questions about the science of meteorology and the qualifications and classes necessary to obtain a job in broadcast television.
Internship	Student from University of Northwestern St Paul	05/28/2019-08/09/2019	A student from the University of Northwestern St Paul was employed as an intern for the summer. Along with her regular job duties, she observed all departments of the station. She attended daily news meetings, watched newscasts, worked with Sales and Promotions on special projects, and learned what each department contributes to our business. She was able to interview our Chief Engineer, Sales Manager, and Creative Services Manager to better understand their role and their staff's duties. Student was able to learn what classes are necessary to obtain certain jobs across our company.
Job Fair	John Murray, NATAS-Upper Midwest Chapter/Foundation	04/12/2019-04/12/2019	WDIO's News Director, Assistant News Director and Producer attended the Career Fair along with other Hubbard Broadcasting leaders. The event was geared toward college students across the Midwest.
Job Fair	Susan Hudec, Employer Relations Director UMD	09/12/2019-09/12/2019	WDIO's Chief Engineer and other Hubbard Broadcasting leaders attended the Job & Internship Fair. The purpose of the event was to promote Hubbard Broadcasting and recruit entry level engineering talent.
Job Fair	Eric Brandt, Career Services Director	03/27/2019-03/27/2019	WDIO's Office Manager and production staff members attended the Lake Superior College Career Fair. They met with students who were looking for new career opportunities. Since LSC has a Media Studies program, the WDIO staff focused on attracting new member to the production team.

Job Fair	NAB Career Fair Staff, Las Vegas NV	04/09/2019-04/09/2019	WDIO's General Manager and other management staff attended the NAB Career Fair in Las Vegas, NV. They met with college aged and experienced professionals in the broadcasting industry who were looking for new career opportunities.
Job Shadow	UMD Student-Athlete	02/01/2019-05/31/2019	WDIO's Sports Director, Sports Anchor, and Sports Producer assisted in a Job Shadow with a UMD student. Student was allowed to observe the sports department 1 to 2 days per week. He was able to learn about editing, recording sport video, writing highlights and entering scores into the ticker. He also learned about the education he needed would need to pursue in order to obtain a career in broadcasting.
Job Shadow	University of MN graduate	07/08/2019-07/08/2019	WDIO's Morning Show Anchor assisted in a Job Shadow with a recent graduate from the University of MN. While observing the news department she was able to learn the different aspects of a newscast and how WDIO presents the news on different platforms. The student was also able to practice anchoring on the news set.
School Visits 2018-2019	WDIO Public Affairs Office	12/01/2018-11/30/2018	WDIO News & Weather staff regularly speak with students in elementary schools, high schools and colleges about their jobs and careers in broadcasting and meteorology. Schools visited include: Duluth East High School, Hibbing 2nd Grade, Franklin Elementary K-4th Grade (Eveleth MN), Piedmont PreK (Duluth MN), Home School Group Ages 5-14, Iron Range Tykes Learning Center, Boys & Girls Club Duluth, Pinewood of Duluth, UWS Summer Camp (elementary), Noah's Ark Daycare, Preschool of Fine Arts.
Station Tours 2018-2019	WDIO Public Affairs Office	12/01/2018-11/30/2018	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: UMD Journalism Class, East Duluth Classical Conversations (elementary), McGregor ACE Club (high school), Classical Conversations (elementary), Duluth Edison Raleigh School (elementary), Proctor High School, Trillium services (adult), Esko Elementary, Hermantown Elementary, MN Dept of Human Services (adult), UWS Summer Camp (elementary), Proctor Kids Zone (elementary), Cherry Elementary 3rd Grade, Proctor High 9th Grade, Bentleyville Volunteers (adult), Moose Lake High School, Duluth Chamber of Commerce (adult), City of Duluth Employees (adult).



