

# FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2019 to 11/30/2020

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.Sports Director- Anchor(19-1577)	01/14/2020	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, 2187, 2226, 2279, 3000, 3063, 5000	5000
WDIO-DT.Morning News Anchor/Producer(19-1633)	02/10/2020	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, 2187, 2226, 2279, 3000, 3063, 5000	3000
WDIO-DT.News Producer(20- 1008)	02/10/2020	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, 2187, 2226, 2279, 3000, 3063, 5000	5000
WDIO-DT.Weekend Sports Anchor-Reporter(20-1019)	03/19/2020	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, 2187, 2226, 2279, 3000, 3063, 5000	5000
WDIO-DT.Master Control Operator(20-1127)	06/05/2020	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, 2187, 2226, 2279, 3000, 3063, 5000	5000
WDIO-DT.Multimedia Journalist & Newscast Producer(20-1133)	07/15/2020	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, 2187, 2226, 2279, 3000, 3063, 5000	1450, 2226

## List of Recruitment Sources

**\*An asterisk next to the name of the source indicates a source that requested our postings.**

<b>Code</b>	<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Candidates Interviewed</b>
275	Fond du Lac Tribal & Community College	2101 14th St Cloquet Minnesota, 55720	Donna Isham 2188790800	0
379	Job Fair			0
417	WI Indianhead Technical College	2100 BEASER AVE Ashland Wisconsin, 54806	Annette Brown 7156824591	0
531	U of MN Duluth Career Svcs	22 SCC 1117 University Dr Duluth Minnesota, 55812	Pamela Merzwski 2187267960	1
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
628	Minnesota Workforce Center Duluth	402 W 1st St Duluth Minnesota, 55802	Rhonda Rutford	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
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 & Northwest Technical College	1500 Birchmont Dr NE #18 Bemidji Minnesota, 566012699	Lisa Gubrud 2187552405	0
846	College of St Scholastica	1200 Kenwood Ave Duluth Minnesota, 55811	Diane Swanoski 2187236085	0
871	St Cloud Technical College	1540 Northway Dr St Cloud Minnesota, 56303	Jackie Bauer 3203085486	0
923	TV Jobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 7607548177	4
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
1205	Roger Williams University	One Old Ferry Rd Bristol Rhode Island, 2809	Pamela Fournier 4012531040	0
1206	*Dept of Workforce Development - Office of Veteran Employment 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
1268	Columbia University Journalism School	Pulitzer Hall, 2950 Broadway New York New York, 10027	Lauren Mack 2128544422	0
1288	Northland College	1411 Ellis Ave Ashland Wisconsin,	Patti Fenner-Leino 7156821230	0
1292	St Cloud State University			

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1445	*Hibbing Community College Multimedia Program	1515 E 25th St Hibbing Minnesota, 55746	Becky Mayo 2182632968	0
1450	Indeed.com	Austin Texas,		10
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		3
2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Jammi Crummy 2184772131	0
2226	Employee Referral			1
2279	*UNO School of Communication	6001 Dodge St CPACS 200 Omaha Nebraska, 68182	Chris Allen 4025542601	0
3000	HBI Career Site			3
3063	Bemidji State University/Northwest Technical College	905 Grant Ave SE Bemidji Minnesota, 56601		0
5000	Internal			5

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Job Fair	Desiree Wickman, Job Fair Coordinator	01/31/2020- 01/31/2020	WDIO's News Director and other Hubbard Broadcasting leaders attended the St. Cloud State Diversity Job & Internship Fair. The purpose of the event was to promote WDIO and recruit potential employees. Students were encouraged to visit the WDIO website to seek future job opportunities.
Job Fair	Nicole Ebensteiner, SCSU Office	10/14/2020- 10/14/2020	WDIO's News Director attended the St. Cloud State Virtual Career Day. He spoke to broadcasting majors about internships and careers in television news as well as

encouraging students to visit the WDIO website to seek future job opportunities.

Job Fair	Career Fair Staff	10/07/2020-10/07/2020	WDIO's News Director attended the University of WI-River Falls Virtual Career Fair. He spoke to broadcasting majors about internships and careers in television news.
Job Shadow	University of South Dakota Student	12/17/2019-12/17/2019	WDIO's Sports Director hosted a University of South Dakota student as a job shadow. The student observed the sports department and learned 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.