

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2021 to 11/30/2022

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.Master Control Operator(21-1591)	01/20/2022	275, 333, 379, 417, 531, 590, 610, 613, 628, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 5000	1450
WDIO-DT.Morning News Anchor(22-1006)	02/08/2022	275, 333, 379, 417, 531, 590, 610, 613, 628, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	1450
WDIO-DT.Master Control Operator(22-1116)	04/19/2022	275, 333, 379, 417, 531, 590, 610, 613, 628, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	923
WDIO-DT.Multimedia Journalist - WDIO-TV(22-1151)	07/25/2022	275, 333, 379, 417, 531, 590, 610, 613, 628, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	1457, 5000
WDIO-DT.Assistant News Director(22-1168)	04/11/2022	275, 333, 379, 417, 531, 590, 610, 613, 628, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	5000
WDIO-DT.News Producer(22-1176)	04/25/2022	275, 333, 379, 417, 531, 590, 610, 613, 628, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	5000
WDIO-DT.Morning News Anchor(22-1313)	07/25/2022	275, 333, 379, 417, 531, 590, 610, 613, 628, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 1457, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	1457
WDIO-DT.News Producer(22-1342)	08/17/2022	275, 333, 379, 417, 531, 590, 610, 613, 628, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	5000

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
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			0
417	Northwood Technical College	2100 BEASER AVE Ashland Wisconsin, 54806	Handshake 7156853006	0
531	UMD Career & Internship Services Dept	22 SCC 1117 University Dr Duluth Minnesota, 55812	Susan Hudec 2187267960	0
590	U of Wisconsin Superior	PO Box 2000 Superior Wisconsin, 54880	Handshake 7153948024	0
610	Minnesota Broadcasters Association	408 St. Peter Street Suite 423 St. Paul Minnesota, 55102	Tim Hyde 6129268123	0
613	NE MN Office of Job Training Career Ctr	820 N 9th St Virginia Minnesota, 55792	Randy Back 2187356105	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	Handshake 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	Stephen Harper 7634882411	0
821	Itasca Community College	1851 E Hwy 169 Grand Rapids Minnesota, 55744	Harold Annette 2183274491	0
869	St Cloud State University Career Center	720 4th Ave S, Centennial Hall #215 St Cloud Minnesota, 563014498	Handshake 3203082153	0
923	TV Jobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 7607548177	2
1035	*University of the Southwest	6610 Lovington Hwy T-30 Hobbs New Mexico, 88240	Handshake 5753926561	0
1161	LSU Manship School of Mass Communication	221 Journalism Building Baton Rouge Louisiana, 70803	Aariel Charbonnet 2255787312	0
1162	Wayne State University Journalism Institute for Media Diversity	191 Manoogain Hall Detroit Michigan, 48201	Alicia Nails 3135776304	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	2725 E 6th St 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,	Handshake 7156821230	0
1445				

Hibbing Community College Multimedia Program		1515 E 25th St Hibbing Minnesota, 55746	Becky Mayo 2182632968	0
1450	Indeed.com	Austin Texas,		6
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		11
2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Handshake 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			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
3075	St. Cloud Technical & Community College	1540 Northway Drive Saint Cloud Minnesota, 56303	Lisa Mohr 3203085486	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
5000	Internal			7

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
CAFNR/Arts & Science Career Fair	Matthew Arri, CAFNR Career Services	10/03/2022- 10/03/2022	WDIO's News Director attended the University of Missouri's CAFNR Arts & Science Career Fair. He was able to speak with many students about jobs in the broadcast industry, and the classes required

for a journalism degree. He also provided information on how students can apply for jobs via Hubbard Broadcasting's website.

Career Presentation	Mary Eddy Samuelson, Soroptimist member	04/05/2022-04/05/2022	WDIO's Anchor/Reporter was part of a career panel sharing job roles with about 30 young females. WDIO's Anchor/Reporter helped students understand more about the journalism profession and the schooling required to get into the broadcast industry.
Guest Speaker-Virginia Public Library	Stephanie Wichlacz	06/28/2022-06/28/2022	WDIO's Meteorologist was a guest speaker in a presentation for community members and K-6th grade students at the Virginia Public Library. He answered questions about the science of meteorology and the qualifications and classes necessary to obtain a job in broadcast television.
Guest Speaker-Youth Water Summit	Melanie DeBay	05/24/2022-05/24/2022	WDIO's Chief Meteorologist was a presenting speaker at the Itasca Community Educations' Youth Water Summit. Fifth graders from throughout Itasca County attended, and spent the day outdoors learning about various environmental topics, from natural resource professionals of the area. WDIO's Chief Meteorologist was able to answer questions about the science of meteorology and the classes necessary to obtain a job in broadcast television.
Internship/Mentoring	Jennifer Moore, UMD Journalism; Rob Larson, CSS Journalism	10/03/2022-11/30/2022	WDIO has developed a program with the Journalism departments at local colleges, University of MN Duluth and College of St. Scholastica to mentor and advise local students interested in the broadcasting field. Students are provided with training across all levels of the news operations and are able to job shadow with current employees. The goal is to hire graduates who will establish their journalism career with WDIO/Hubbard Broadcasting.
Interview Training	Briana Fiantt, Curator	06/21/2022-06/28/2022	Two of WDIO's Anchor/Reporters were able to work directly with students that were spending their summer as junior curators at the Richard I Bong Veterans Historical Center. They helped students learn how to conduct a good interview. They also talked about their positions in journalism and the schooling required to obtain a job in the broadcast industry.
Job Shadow	Superior High School student	08/24/2022-08/24/2022	A WDIO Multimedia Journalist assisted in a Job Shadow with a student from Superior High School. The student was allowed to observe the news department and learned

about the different aspects of a newscast. The student also learned about editing, recording video and how WDIO presents news on different platforms. The student learned about education needed for a job in broadcasting.

Job Shadow	Student, Virginia High School	05/18/2022-05/18/2022	WDIO's Anchor/Reporter hosted a student from Virginia High School for a job shadow. She taught the student about the different jobs in the newsroom and at the station, and how they all work together to produce a newscast. They also spoke about the education required for a career in broadcast journalism.
Leadership Training	Julie Pomeroy, Facilitator	01/03/2022-11/30/2022	Managers and leaders at WDIO-TV participated in leadership training during the year. The trainings were The 6 Critical Practices For Leading a Team and The 5 Choices of Extraordinary Productivity. Training was provided to grow and develop management/leadership skills.
Midwest Journalism Conference Career Fair	John JJ Murray, NATAS Upper Midwest Executive Director	04/01/2022-04/01/2022	WDIO-TV's News Director attended the Midwest Journalism Conference Career Fair. The Midwest Journalism Conference and National Academy of Television Arts & Sciences - Upper Midwest Chapter held a job fair for students on the University of MN campus. WDIO's News Director spoke with Minnesota students about the study of journalism and jobs in broadcast television at the event.
School Visits 2021-2022	Various	12/01/2021-11/30/2022	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 during the reporting period include: Proctor Middle School, Duluth Preschool of Fine Arts, Hermantown Elementary, Piedmont Preschool, Lakewood Elementary, Cloquet Middle School, Northeast Range School, Great Lakes Elementary, Lake Superior Elementary, Mt Iron Buhl High School, Bryant Elementary, Lincoln Elementary, and Moose Lake Elementary.
Station Tours 2021-2022	Various	12/01/2021-11/30/2022	WDIO 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: Moose

Lake High School, Sauk Rapids/Rice High School, Esko High School.

UMD Journalism Expo

Jennifer Moore, UMD
Journalism Director

10/13/2022-
10/13/2022

WDIO's News Director attended the University of MN Duluth Journalism Expo. He was able to meet students interested in pursuing a career in the broadcast industry.