

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2022 to 11/30/2023

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(22-1647)	12/28/2022	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.Technical Director(23-1043)	06/13/2023	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, 5000, 5000, 5000, 5000
WDIO-DT.Producer-Good Morning Northland(23-1188)	05/22/2023	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 2187, 2226, 2279, 3000, 3034, 3063, 3111, 5000	2226
WDIO-DT.Multimedia Journalist - WDIO-TV(23-1240)	06/08/2023	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 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, 3111, 5000	869
WDIO-DT.Weekend Sports Anchor-Reporter(23-1278)	08/09/2023	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3111, 5000	1457
WDIO-DT.News Director(23-1324)	09/05/2023	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 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.Assistant News Director(23-1373)	09/18/2023	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 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	1
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
401	Recruiter			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
625	Minnesota Works.net	332 Minnesota St #E200 St Paul Minnesota, 55101	Linda 6512968400	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	1

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	1
923	TV Jobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 7607548177	3
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	Handshake 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	3
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		1
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		12

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
---------------------------	----------------	------	---------------------------

Guest Speaker-Denfeld Journalism Class	Wade Petrich, Denfeld High School Teacher	10/18/2023-10/18/2023	WDIO's Sports Director was a guest speaker for the Denfeld High School Journalism Class as part of their Journalism Speakers series. She spoke with students about the classes and skills needed to obtain a career in broadcast journalism. Students were informed about potential careers and internships in the broadcast field.
Guest Speaker-Rock Ridge Public School	Willie Spelts, Director of School to Work Engagement	03/29/2023-03/29/2023	WDIO's Anchor/Reporter was a guest speaker at Rock Ridge Public School's Academy Exploration Career Program. WDIO's Anchor/Reporter was able to speak to high school students about the role of journalism in the community and all the careers available in the broadcast industry. WDIO's Anchor/Reporter encouraged students to become journalists.
Guest Speaker-Youth Water Summit	Bethanne Perendy	05/23/2023-05/23/2023	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.
Job Shadow	Nate Johnson, Proctor Teacher	04/05/2023-04/05/2023	A Proctor High School student spent the day with WDIO's Sports Director to job shadow the newsroom/sports department. The student learned the day to day operations of the newsroom with a focus on the sports department. The student also learned about producing, writing, shooting video, finding stories and what classes are required for a career in journalism.
Job Shadow	Jeffery Mortimore, Residential Services Inc	03/23/2023-08/25/2023	An adult with special needs visited WDIO on multiple occasions to learn about meteorology. He has a fascination with weather, and WDIO's Chief Meteorologist taught him about the science and how a weather forecast is created for broadcast. He was able to log his own weather observations from home and bring them into WDIO to input information into our weather broadcast. He and his Personal Care Attendant were also able to tour the station.
Junior Curator Program at Richard Bong Veteran Center	Briana Fiandt, Curator	06/13/2023-06/28/2023	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.

NABJ Convention & Career Fair	Veronique Dodson, NABJ Director of Membership	08/02/2023- 08/04/2023	WDIO's Multimedia Journalist attended the National Association of Black Journalists Convention and Career Fair in Birmingham, Alabama. She assisted the staff at the Hubbard Broadcasting booth with the purpose to recruit diverse journalism talent to Hubbard Broadcasting. They spoke with job candidates from across the country, directing them on how to apply for open positions.
Radio Television Digital News Association Career Fair	Holly Rose, Director of Industry Relations	09/21/2023- 09/22/2023	WDIO's General Manager attended the Radio Television Digital News Association Career Fair as part of the RTDNA Conference in Minneapolis, MN. They helped staff the career fair booth, with the purpose to speak to potential job candidates for roles within Hubbard Broadcasting.
School Visits 2022-2023	Various	12/01/2022- 11/30/2023	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: Trinity Lutheran School (virtual-St George, UT), Moose Lake Elementary, Bryant Elementary, Cloquet Elementary, Cohasset Elementary, Duluth Preschool of Fine Arts, East Central Regional (Cambridge MN), Great Lakes Elementary (Superior WI), Hill City Elementary, Iron Range Tykes Learning Center (Mountain Iron MN), Lester Park Elementary, Myers Wilkins Elementary, Superior Preschool, Red Cliff Early Childhood Center, Starbase Minnesota, Stowe Elementary, Hermantown 1st Grade, College of St Scholastica Upward Bound, Lincoln Park Middle School, Merritt Elementary, Cloquet 6th Grade, Lakewood Elementary.
Station Tours 2022-2023	Various	12/01/2022- 11/30/2023	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: Cathedral High School (St Cloud), Esko Elementary School, Sauk Rapids-Rice High School, Montessori School Nature Preschool, Residential Service Inc.