

FCC EEO Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KSTP-TV	TV	St Paul, MN	28010

For the reporting period: 12/01/07 to 11/30/08

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
Account Manager	10/28/2008	Internal,National,P Except for: 164 332 1294 1295	1184
Account Manager	10/28/2008	Internal,National,P Except for: 164 332 1294 1295	1184
Account Manager	09/09/2008	Internal,National,P Except for: 311 332	349
Air Control Technician/Acquisition & Distribution	03/25/2008	Internal	369
Anchor/Reporter	01/29/2008	Internal,National,P Except for: 332	349
Assistant News Director	02/22/2008	Internal,National,P Except for: 332	773
Associate Producer	02/04/2008	Internal,National,P Except for: 332 503	369
Associate Producer	02/04/2008	Internal,National,P Except for: 332 503	369
Associate Producer	07/01/2008	Internal,National,P Except for: 332	610
Control Room Operator	04/18/2008	Internal,National,P Except for: 332	349
Control Room Operator	08/20/2008	Internal	369
Director/Editor	03/07/2008	Internal,National,P Except for: 332	369
Director/TD	03/17/2008	Internal	369
Executive Producer	06/06/2008	Internal,National,P Except for: 332	349
Executive Producer	06/06/2008	Internal,National,P Except for: 332	369
General Sales Manager-KSTP-TV	06/23/2008	National,P,Paid Except for: 332	773
National Sales Assistant	02/06/2008	Internal	369
News Director	12/19/2007	Internal,National,P Except for: 332 503	369
Office Manager	02/26/2008	Internal,National,S Except for: 332	399
On Air Talent	01/29/2008	Internal,National,P Except for: 332	1184
Photographer	05/07/2008	Internal,National,P Except for: 332	359
Photographer/Editor	02/13/2008	Internal,National,P Except for: 332	369
Producer	07/07/2008	Internal,National,P Except for: 332 503	1184
Producer	07/07/2008	Internal,National,P Except for: 332 503	1184
Producer	07/07/2008	Internal,National,P Except for: 332 503	1184
Producer	02/04/2008	Internal,National,P Except for: 332	773
Producer	02/04/2008	Internal,National,P Except for: 332	1184
Producer	02/04/2008	Internal,National,P Except for: 332	503
Producer	02/04/2008	Internal,National,P Except for: 332	1184
Producer-Twin Cities Live	06/19/2008	Internal,National,P Except for: 332	349
Producer-Twin Cities Live	06/19/2008	Internal,National,P Except for: 332	349
Production Assistant	04/09/2008	Internal,National,P Except for: 332	369
Production Assistant	02/10/2008	Internal,National,P Except for: 332	369
Production Assistant	04/09/2008	Internal,National,P Except for: 332	1184
Production Assistant (FT)	04/18/2008	Internal,National,P Except for: 332	349
Production Assistant (FT)	07/15/2008	Internal,National,P Except for: 332	349
Production Assistant	08/15/2008	Internal,National,P Except for: 311 332	867
Production Assistant/Air Control Tech	03/25/2008	Internal,National,P Except for: 332	307
Reporter	05/06/2008	Internal,National,P Except for: 332	401
Reporter	05/06/2008	Internal,National,P Except for: 332	763
Sports Anchor/Reporter	06/09/2008	Internal,National,P Except for: 332	401
Technical Director	03/07/2008	Internal,National,P Except for: 332	369
Traffic Assistant	04/17/2008	Internal	369
Traffic Assistant	07/21/2008	Internal,P Except for: 157 159 187 203 208 209 235 303 309 311 332 339 349 359 379 389 390 399 426 433 439 456 465 495 509 577 582 610 633 640 699 721 737 753 763 773 838 840 841 853 856 858 859 863 867 872 873 875 876 878 884 887 888 1147 1161 1162 1173 1184 1185 1187 1188 1189 1193 1208 1210 1224 1225 1226 1227 1231 1268 1271 1275 1294 1295	1185
TV Sales Assistant	08/22/2008	Internal,National,S Except for: 311 332	369

TV Sales Office Administrator	07/16/2008	Internal,National,S	Except for: 311 332	369
Video Editor - News (2)	01/24/2008	Internal,National,P	Except for: 332	486
Video Editor - News (2)	01/24/2008	Internal,National,P	Except for: 332	349

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
307	3	349	32	359	2	369	31
399	3	401	5	486	4	503	14
608	1	610	1	699	1	753	1
763	17	773	14	820	1	856	2
867	1	913	1	1184	39	1185	1
1294	3						

List of Recruitment Sources that requested postings

164 299 582 853 1147 1160 1161 1162 1173 1193 1208 1210 1224 1225 1226 1227 1231
1268 1271 1275

Recruitment Source Groups

Group Name	Ending Date:	Members of this group
Internal	Current:	307 369 402 408 416 546 555 843 865 893 905 911 912 913 1213 1270
National	Current:	253 254 255 452 487 608 644 651 657
P=Professional	Current:	157 159 164 187 203 208 209 235 303 309 339 349 359 379 389 390 399 426 433 439 456 465 495 503 509 577 582 587 610 625 633 640 699 721 737 753 763 773 836 838 840 841 853 856 858 859 863 872 873 875 876 878 884 887 888 1147 1160 1161 1162 1173 1184 1185 1187 1188 1189 1193 1208 1210 1224 1225 1226 1227 1231 1268 1275 1294 1295 12/04/07: 332 INACTIVE 11/19/08: 206 DELETED 10/24/08: 1295 ADDED 10/22/08: 1271 INACTIVE 10/13/08: 164 ACTIVE 10/03/08: 867 INACTIVE 08/13/08: 311 INACTIVE 1294 ADDED
Paid	Current:	189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 11/19/08: 1294 DELETED 08/13/08: 1294 ADDED
S=Support	Current:	140 141 142 157 164 175 187 201 203 207 208 209 211 223 238 240 252 299 303 309 339 349 359 379 389 390 399 406 426 433 439 456 458 462 465 495 514 515 522 577 582 587 602 604 605 607 610 612 615 625 629 631 633 634 640 650 665 699 721 728 733 737 753 763 773 787 788 794 805 819 820 838 840 853 856 858 863 866 872 873 875 876 878 884 887 888 1147 1173 1184 1185 1187 1188 1189 1208 1226 1294 1295 12/04/07: 332 INACTIVE 11/19/08: 206 DELETED 724 INACTIVE 10/24/08: 1295 ADDED 10/22/08: 1271 INACTIVE 10/13/08: 164 ACTIVE 08/13/08: 311 INACTIVE 1294 ADDED
T=Technical	Current:	164 187 203 208 303 309 310 339 349 359 379 389 390 399 433 456 465 495 503 509 577 582 587 610 625 633 634 640 699 737 753 763 773 838 840 853 856 863 876 878 884 887 888 1147 1184 1185 1187 1188 1189 1208 1295 12/04/07: 332 INACTIVE 11/19/08: 206 DELETED 10/24/08: 1295 ADDED 10/13/08: 164 ACTIVE 10/03/08: 867 INACTIVE

Recruitment Sources

ID	Source	ID	Source	ID	Source
140	Art Institute International Minnesota 15 S 9th St Minneapolis, MN 55402 Jon Gruenwald (612) 656-6851	141	American Indian Occupational Industrial Ctr 1845 E Franklin Ave Minneapolis, MN 55404 Don Clark (612) 341-3358	142	American Indian Community Advocates 350 S 4th St #239 Minneapolis, MN 55415 Bill Carter (612) 673-3028
157	Augsburg College 2211 Riverside Ave S Minneapolis, MN 55454 Sandy Tilton (612) 330-1472	159	602 Communications 3339 E Wickieup Ln Phoenix, AZ 85050 Graeme Newell (602) 485-4412	164	Asian American Journalists Association-MN 425 Portland Ave S Minneapolis, MN 55488 Nancy Yang (651) 208-2535
175	Anoka Technical College 1355 W Highway 10 Anoka, MN 55303 Kathy Simmons (763) 576-4783	187	American Women in Radio and Television-MN 11830 28th Ave N Plymouth, MN 55441 Catherine Flaherty (763) 550-1102	189	Broadcasting & Cable - Multichannel News 255 Wyman Street Waltham, MD 02451 Jonathan Kemp (781) 734-8441
201	Center for Asians and Pacific Islanders	203	Brown College	207	Council on Asian-Pacific Minnesotans

	3702 E Lake St #200 Minneapolis, MN 55406 Sean Watkins (612) 588-3592		1440 Northland Dr Mendota Hts, MN 55120 Karol Baumeister (651) 905-3499		658 Cedar St #160 St Paul, MN 55155 Jovita Bjoraker (651) 296-0538
208	Carleton College 1 N College St Northfield, MN 55057 Sue Bovbjerg (507) 646-4293	209	Career Solutions 1295 Bandana Blvd N #110 St Paul, MN 55108 Yvette Oldendorf (651) 647-9961	211	Council on Black Minnesotans 2233 University Ave #426 St Paul, MN 55114 Lestar Collins (651) 642-0811
212	Careerbuilder Online 9801 Dupont Ave S #300 Minneapolis, MN 55431 Kristy Nordeen (952) 703-2515	223	O' Hara & Associates 500 Village Center Dr #200 North Oaks, MN 55127 Jessica Ayub (651) 483-5506	235	Connecticut School of Broadcasting 2170 Crystal Plaza Arcade #38 Arlington, VA 22202 David Churchwell (703) 415-7600
238	Duluth Business University 4724 Mike Colalillo Dr Duluth, MN 55807 Wendy Bergfalk (218) 740-4365	240	Dakota County Technical College 1300 145th St E Rosemont, MN 55068 Ramie Chackan (651) 423-8450	252	Employment Action Center 6715 Minnetonka Blvd #212 St Louis Park, MN 55426 Betty Young (612) 752-8400
253	Emma L Bowen Foundation-CA 4024 Radford Ave #300 Studio City, CA 91604 Norma P Pichardo (818) 655-5708	254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494	255	Emma L Bowen Foundation-NY 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545
299	HIRED 1200 Plymouth Ave N Minneapolis, MN 55411 Shelly Kimper (612) 287-1381	303	Howard University - Career Services 525 Bryant St NW (Rms 202-203) Washington, DC 20059 Joan M. Browne, PH.D. (202) 806-7513	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555
309	U of MN Multicultural Center for Academic Excellence 320 16th Ave SE 178 Klaeber Ct Minneapolis, MN 55455 Cynthia Armijo (612) 625-6013	310	U of MN-Institute of Technology 50 Lind Hall, 207 Church St SE Minneapolis, MN 55455 Michele Rockne-Semkow (612) 624-4090	311	U of MN School of Journalism & Mass Comm 111 Murphy Hall, 206 Church St Minneapolis, MN 55455 Student Services (612) 625-0833
332	U of South Dakota Career Dev Ctr 414 E Clark St Vermillion, SD 57069 Chelle Van Goor (605) 677-5307	339	Community Organization-General	349	Employee-Current
359	Employee-Former	369	Internal Applicant	379	Job Fair
389	Job Book-Front Desk 3415 University Ave St Paul, MN 55114 Mark Hughes (651) 642-4311	390	Jobline	399	Publication General None, MN None None (000) 000-0000
401	Recruiter	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Peggy Scandin (218) 727-6864	406	Workforce Investment Act 1530 Franklin Ave E Minneapolis, MN 55404 Kelly Firesteel (612) 879-1795
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	426	Women Venture 2324 University Ave W St Paul, MN 55114 Emma Lowe (651) 251-0673
427	Working Online 9801 Dupont Ave S #300 Minneapolis, MN 55431 Kristy Nordeen (952) 703-2515	433	Winona State University PO Box 5838 Winona, MN 55987 Jill Bradley (507) 457-5340	439	Ridgewater College-Hutchinson 2 Century Ave SE Hutchinson, MN 55350 Joyce Matthews (320) 234-8502
448	Radio Television News Directors Association 1600 K St NW #700 Washington, DC 200362838 Sharon Hammon (202) 467-5258	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	456	St Cloud Technical College 1500 Cooper Avenue South St Cloud, MN 56303 Kath (320) 308-5926
458	Southeast Asian Community Council 1827 44th Ave N Minneapolis, MN 55412 Doua Lee (612) 521-4859	462	St Cloud State University-Student Employment Svcs 720 4th Ave S, Suite 215K St Cloud, MN 56301 Natasha Ashfeld (320) 308-3756	465	St Cloud State University-Multicultural Student Svcs MASC, EB 121, St Cloud State University, 720 4th Ave S St Cloud, MN 56301 Fred Walker (320) 308-3976
468	TVSpy/Shoptalk 150 W 57th St, 5th Floor New York, NY 10011 Stephen Warley (212) 366-4212	486	Star Tribune Newspaper 425 Portland Ave Minneapolis, MN 55488 Rebecca Gish (952) 703-2512	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000
495	University of St Thomas-Multicultural Student Svcs 2115 Summit Ave Mail #5006 St Paul, MN 55105 Alice Grider (651) 962-6460	503	TV Jobs/AM&FMJobs PO Box 4116 Oceanside, CA 920524116 Mark C Holloway (800) 374-0119	509	TVNewz Coastal News Network, 23 Kennedy Dr Cranston, RI 02920 Betty Jo Cugini (401) 455-9114
510	Television Week 6500 Wilshire Blvd #2300 Los Angeles, CA 90048 Eric Chasko (323) 370-2415	514	Urban League-St Paul 401 Selby Ave St Paul, MN 55102 Robert McClain (651) 328-8100	515	Upper Midwest American Indian Ctr 1035 W Broadway Minneapolis, MN 55411 Jennifer Yellowhammer (612) 522-4436
522	Urban League-Minneapolis 2100 Plymouth Ave N Minneapolis, MN 55411 Stephen Robinson (612) 302-3100	546	KSAX-TV 415 Filmore St Alexandria, MN 56308 Melissa Matthews (320) 763-5729	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
577	UW-La Crosse Career Services 2nd floor Wilder Hall, 1725 State St	582	U of Wisconsin-Eau Claire 105 Garfield Ave, Dept of Communication	587	U of Wisconsin-River Falls 410 S 3rd St

	La Crosse, WI 54601 Karolyn Bald (608) 785-8514		and Journalism HHH 152 Eau Claire, WI 54701 Judy Gatlin (715) 836-2528		River Falls, WI 54022 Joan Kratt (715) 425-3169
602	Mille Lacs Band Urban Office 1433 E Franklin #7C Minneapolis, MN 55404 Barbara Benjamin-Robertson (612) 872-1424	604	Minneapolis Business College 1711 W County Rd B Roseville, MN 55113 Suzanne Erickson (651) 604-4119	605	Minneapolis College of Art & Design 2501 Stevens Ave Minneapolis, MN 55404 Phyllis Ware (612) 874-3721
607	Mpls Community & Tech College- Multicultural Student Svcs 1501 Hennepin Ave Minneapolis, MN 55403 Renee Beaulieu-Banks (612) 659-6743	608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200	610	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123
612	Minnesota Indian Women's Resource Ctr 2300 15th Ave S Minneapolis, MN 55404 Receptionist (612) 728-2000	615	Minnesota Women's Consortium 550 Rice St St Paul, MN 55103 Lorraine Hart (651) 228-0338	625	Minnesota Works.net 332 Minnesota St #E200 St Paul, MN 55101 Linda (651) 296-8400
629	Minnesota School of Business 1401 W 76th St #500 Richfield, MN 55423 Eric Slette (612) 798-3746	631	Minnesota West Community & Technical College 401 West St, PO Box 269 Jackson, MN 56143 Deb Buschena (507) 847-7920	633	NAACP Minneapolis 310 E 38th St #136 Minneapolis, MN 55409 Duane Reed (612) 822-8205
634	Mitchell Technical Institute 821 N Capital Mitchell, SD 57301 Janet Greenway (605) 995-3025	640	NAACP St Paul 586 W Central Ave St Paul, MN 55103 Nathaniel Khaliq (651) 227-5199	644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498
646	National Association of Black Journalists 8701 Adelphi Rd Adelphi, MD 20783 Calvin Gilreath (703) 964-2765	650	Normandale Community College 9700 France Ave S Bloomington, MN 55431 Ken Bursaw (952) 487-7041	651	National Association of Hispanic Journalists PO Box 226722 Washington, DC 20045 Marco Botero (202) 662-7145
654	National Academy of Television Arts & Sciences 111 W 57th St #600 New York, NY 10019 Bob Behrens (212) 586-8424	657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	665	Northland College Mass Communication Program 1101 Hwy 1 E Thief River Falls, MN 56701 Mark Johnson (218) 681-0783
699	Business Organization-General	709	Consulting Firm	721	The Leadership Institute 1101 N Highland St Arlington, VA 22201 Denise Chaykun (800) 827-2726
724	Leech Lake Tribal College PO Box 180 Cass Lake, MN 56633 Nichole Powers (218) 335-4225	728	Loring-Nicollet Community Center 1925 Nicollet Ave S Minneapolis, MN 55403 John Middleton (612) 872-3618	733	Lower Sioux Indian Community PO Box 308 Morton, MN 56270 Faye Zaske (507) 697-6185
737	Macalester College 1600 Grand Ave St Paul, MN 55105 Linda Schindler (651) 696-6384	753	Self Inquiry	763	Website
773	Word of Mouth	785	Pioneer Press Newspaper 345 Cedar Ave St Paul, MN 55101 Rebecca Gish (952) 703-2512	787	Ramsey Action Partnership of Ramsey & Washington Counties 450 N Syndicate St St Paul, MN 55104 Mardell Christie (651) 645-6445
788	Rasmussen Business College-Eagan 3500 Federal Dr Eagan, MN 55016 Tina Thompson (651) 687-9000	794	Rasmussen College 7905 Golden Triangle Drive, Suite 100 Eden Prairie, MN 55344 Meghana Shroff (952) 545-2000	805	Hennepin Technical College-Eden Prairie/Brooklyn Park 9200 Flying Cloud Dr Eden Prairie, MN 55347 Cheryl Benkofske (763) 488-2411
819	Indian Health Board 1315 E 24th St, #2 Minneapolis, MN 55404 Norine Smith (612) 721-9800	820	Inver Hills Community College 2500 E 80th Inver Grove Hts, MN 55076 Amanda Jaworski (651) 552-3301	832	Journalismnext.com 1804 W Abingdon Dr #202 Alexandria, VA 22314 Eric Wee (703) 739-0408
836	Job Post-All MN State Universities	838	Bethel University 3900 Bethel Dr #CC322 St Paul, MN 55112 Pam Roach (651) 635-2470	840	Concordia College Career Center 901 8th St S Moorhead, MN 56562 Jay Thoreson (218) 299-3020
841	St Olaf College 1520 St Olaf Ave Northfield, MN 55057 Andrea Kubinski (507) 786-3268	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	853	Concordia University-St Paul 275 N Syndicate St St Paul, MN 551045494 Diana Sukut (651) 603-6241
856	Hamline University - Career Development Center 1536 Hewitt Ave MS-B1802 St Paul, MN 55104 Terry Middendorf (651) 523-2302	858	Metropolitan State University (Twin Cities) 700 E 7th St St Paul, MN 55106 Carol Lowe (651) 793-1529	859	Minnesota State University-Mankato 209 Wigley Administration Center Mankato, MN 56001 Brenda Garbers (507) 389-6061
863	U of MN-Crookston Sargeant Student Center, Suite 245, 2900 University Ave Crookston, MN 56716 Don R. cavalin (218) 281-8585	865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666	866	Northwestern College 3003 Snelling Ave N St Paul, MN 55113 Linda Ashworth (651) 631-5109

867	St Cloud State University-Career Svcs 720 - 4th Avenue South St Cloud, MN 563014498 Karen Hommerding (320) 308-2153	872	College of St Benedict/St John's 37 College Ave S, Career Services St Joseph, MN 56374 Jackie Miller (320) 363-5707	873	College of St Catherine F26 2004 Randolph Ave St Paul, MN 55105 Kathy Czech (651) 690-8891
875	St Mary's University 700 Terrace Hts #6 Winona, MN 55987 Jackie Baker (507) 457-6695	876	University of St Thomas 2115 Summit Ave #5020 St Paul, MN 55105 Susan Merklng (651) 962-6761	878	Southwest Minnesota State University- Career Svcs 1501 State St BA 156 Marshall, MN 56258 Linda Kruse (507) 537-6221
884	U of MN-College of Liberal Arts Career & Community Learning Center 135 Johnston Hall 101 Pleasant St SE Minneapolis, MN 55455 Beth Lory (612) 624-7577	887	U of MN-Carlson School of Management 321 19th Ave S, Suite 1-110 Minneapolis, MN 55455 Penny Farah (612) 626-9468	888	U of MN-Morris-Career Center 201 Behmler Hall, 600 E 4th St Morris, MN 56267 Irene Maloney (320) 589-6065
893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Lori Lung (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Nora Nieto (505) 625-8888	911	KSTP-AM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	913	WFMP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	921	Radio Ink - Streamline Publishing 224 Datura St #1015 West Palm Beach, FL 33401 Eric Rhoades (561) 655-8778
922	Media Head Hunters/Radio Business Report 6208-B Old Franconia Rd Alexandria, VA 22310 Cathy Carnegie (703) 719-9500	1147	Lynn University 3601 N Military Trail 3rd floor Boca Raton, FL 33431 Robert Trainor (561) 237-7305	1160	University of Miami School of Communication 5100 Brunson Drive Coral Gables, FL 33124 Luis Herrera (305) 284-5234
1161	Louisiana State University Manship School of Mass Communication 221 Journalism Building Baton Rouge, LA 70803 Helen Taylor (225) 578-7381	1162	Wayne State University Journalism Institute for Minorities 191 Manooogian Hall Detroit, MI 48202 Alicia Nails (313) 577-6304	1173	Howard University - John H Johnson School of Comm 525 Bryant St NW Washington, DC 20059 Carol Dudley (202) 806-5806
1184	KSTP.com 3415 University Avenue St. Paul, MN 55114 Heather Belair (651) 642-4374	1185	KSTC45.com 3415 University Avenue St Paul, MN 55114 Sarah Hall (651) 523-7381	1187	KS95.com 3415 University Ave St Paul, MN 55114 Tom O'Connor (651) 632-6615
1188	AM1500.com 3415 University Ave St. Paul, MN 55114 Tom O'Connor (651) 632-6638	1189	FM107.fm 3415 University Ave St Paul, MN 55114 Tom O'Connor (651) 632-6638	1193	Goods Entertainment PO Box 1266 Weston, CT 06883 Adam Goodman (800) 867-9532
1208	Brown College 1440 Northland Dr Mendota Hts, MN 55120 Amber Luckie-Parks (651) 905-3400	1210	Bemidji State University Mass Communications 1500 Birchmont Drive NE Bemidji, MN 56601 Louise Mengelkoch (218) 755-3358	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776
1224	Central Michigan University, School of Broadcasting and Cinematic Arts 340 Moore Hall CMV Mount Pleasant, MI 48859 Peter B. Orlik, Ph.D. (989) 774-3851	1225	Temple University Public Radio 1509 Cecil B Moore Ave 063-00 Philadelphia, PA 19121 Tobias Q. Poole (215) 204-8405	1226	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Cleveland, OH 44125 Gary James (216) 447-9117
1227	Collective Talent 1721 Richardson Pl Tampa, FL 33606 Michael Billie (813) 254-9695	1231	City University of New York, Graduate School of Journalism 219 West 40th Street New York, NY 10018 Ellen Walterscheid (646) 758-7732	1268	Columbia University Graduate School of Journalism 2950 Broadway, 207 Journalism New York, NY 10027 Julie Hartenstein (212) 854-4422
1270	ReelzChannel 1201 W 5th St #T900 Los Angeles, CA 90017 Vanessa Dominguez (213) 443-2469	1271	Wartburg College 100 Wartburg Blvd Waverly, IA 50677 Derek Solheim (319) 352-8615	1275	University of South Dakota 555 N Dakota St STE 205C Vermillion, SD 57069 Michelle Van Maanen (605) 677-5478
1294	University of Minnesota 200 Donhowe Building, 319 15th Avenue SE Minneapolis, MN 55455 Goldpass Admin (612) 625-2000	1295	RBR-TVBR Classifieds PO Box 6633 Woodbridge, VA 22195 N/A (703) 490-3099		

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
School Visits	KSTP-TV Public Affairs and Marketing	12/01/2007 - 11/30/2008	KSTP-TV news staff regularly speak with students in elementary schools, senior high schools and colleges about their jobs and careers in broadcasting.	Schools visited include: New Prague Middle School; Oak Grove Elementary; Hope Academy; Sun Path Elementary; Valley View Elementary; Glacier Hills Elementary; Museum Magnet School; Woodbury Lake Junior High; Bailey Elementary; Excelsior Elementary School; University of Minnesota Media Class; St. Louis Park Senior High; Harriet Bishop Elementary; Hidden Valley

				Elementary; Bethel University; Holy Family High School; Highland Elementary; Westwood Elementary; Heritage Christian Academy; Sunrise Park Middle School; College of St. Kate's Journalism Class; Redwood Falls Senior High; Summer Science Academy
Station Tours- KSTP-TV	KSTP-TV Public Affairs Office	12/01/2007 - 11/30/2008	Station tours are conducted on a regular basis for schools and community organizations interested in learning about the television industry and careers in broadcasting. Tour participants speak with anchors, reporters, meteorologists, photographers and managers about television news and what it takes to work in the industry. They also see what happens behind the scenes during a newscast.	School and community groups that participated in station tours include: Cuneo Advertising; New Hope Boy Scouts; Century College; Art Institutes International MN; St. Paul Cub Scouts; High School for Recording Arts; Augsburg College; Chippewa Middle School; Minnehaha Academy Middle School; Mahtomedi Middle School; Eagan Tiger Cub Scouts; Big Brothers Big Sisters; Golden Valley Cub Scouts; Minot State, ND; Hamline University; Normandale Community College; St. Paul Connections; Mahtomedi High School Work Experience; University of Minnesota Youth Programs; Menomonie School District; Northwest Family YMCA; Centruy College; Edina Cub Scouts Pack 48; Jordan Cub Scouts; Urban Ventures; Deephaven Elementary; Gustavus Adolphus College; Afton-Lakeland School, New Richmond High School; Willow River High School; World Press Institute, St. Patrick's Church; Cub Scout Pack 419-Arden Hills.
News Room Job Shadows	KSTP-TV Staff & High School/College Students	12/06/2007 - 11/30/2008	On a regular basis, KSTP-TV offers high school and college students the opportunity to spend a day in the news room learning about TV news, as well as learning about career opportunities. A typical day for the student looks like this: <ul style="list-style-type: none"> ● Attend either a morning or afternoon editorial meeting; ● Spend time with a Producer learning what they do to prepare for a newscast; ● Follow a Reporter and watch what they do as they cover a story; ● Spend time with a Photographer learning about the importance of the position; ● Spend time on the assignment desk learning what happens at the desk; ● Take a tour of the station. 	
UW-Eau Claire Lippold Fellowship	Kimera Kay, Executive Director of Development	12/27/2007 - 01/12/2008	KSTP-TV partnered with the University of Wisconsin-Eau Claire to host the Lippold Fellow. The Lippold Fellowship is a job shadowing/mentoring experience for an eligible broadcast journalism student during the University's 3-week Winterim. <p>The Lippold Fellow worked in the newsroom from December 27, 2007 - January 12, 2008. The Fellow's schedule included time on the Assignment Desk, working with producers learning how to put together a newscast and in the field with a variety of reporters focusing on the news gathering process.</p>	
Winter/Spring 2008 News Internships	Lindsay Radford, News Director	01/10/2008 - 05/31/2008	KSTP-TV offered 3 news internships for the Winter/Spring semester 2008. Interns worked on writing and producing news stories.	Students selected for internships attended the University of Minnesota, St. Cloud State University, and University of St. Thomas. All interns completed their internships for college credit.
Hopkins North Junior High School Class Assignment	Junior High Student	02/29/2008 - 02/29/2008	A junior high school student from Hopkins North Junior High School interviewed 2 Anchors and the Assistant to the News Director for a class assignment on vocations.	
Midwest Journalism Conference Job Fair 2008	Teresa Vickery, National Television Academy, Upper Midwest	03/28/2008 - 03/28/2008	KSTP-TV's management participated in the Midwest Journalism Conference Job Fair on March 28, 2008. Managers greeted job fair participants and shared information about jobs and internships in broadcasting. Job openings and contact information for all HBI stations were distributed.	
National Association of Hispanic Journalist-Region	Brandon Benavides	04/05/2008 - 04/05/2008	KSTP-TV participated in the NAHJ Region 6 Conference and Job Fair Expo on April 5, 2008. Not only was the station a sponsor for the event, but the news director, reporters and	

6 Conference & Job Expo 2008			producers participated in panel discussions and the Job Fair. During the Job Fair, information about the station, other HBI radio and television stations, as well as job openings were distributed to participants. Some station personnel also critiqued resume tapes.	
2008 NABEF/RTNDA Career Fair	Karen Hunter, Outreach & Diversity Manager	04/16/2008 - 04/16/2008	KSTP-TV management participated in the NABEF/RTNDA Career Fair on Wednesday, April 16, 2008 in Las Vegas, NV. Information about the station and other HBI radio and television stations was distributed to participants.	
Broadcast Students' Visit to KSTP-TV	Cliff Dodge, CTS, Video & Media Specialist, District 196, Apple Valley High School	05/20/2008 - 05/20/2008	Two Apple Valley High School students and their advisor attended a morning news meeting. The purpose of the visit was for the students to learn how these types of meetings are handled and what happens during the meeting. Each student shared their observations back at school in their classes.	
Summer 2008 News Internships	Lindsay Radford, News Director	05/21/2008 - 09/01/2008	KSTP-TV offered 4 news internships during the Summer of 2008. One intern worked in the Weather Department, another worked in Sports and the other two interns worked producing news stories.	Students selected for internships attend Gustavus Adolphus, University of North Dakota, University of Minnesota and University of Iowa. All interns completed their internships for college credit.
Bring Your Child to Work Day	Michelle Ott, HBI Human Resources	06/12/2008 - 06/12/2008	KSTP-TV participated in Bring Your Child to Work Day at Hubbard Broadcasting, Inc. During the day, the television station's Creative Services Department and Twin Cities Live (TCL) show provided children ages 9-14 of HBI employees the opportunity to learn what it is like to work in a television station. Participants experienced the process of writing, directing and being on air during TCL segments.	Event sponsored by HBI Corporate Human Resources Department
St. Thomas University Journalism School	Gary Schultzentenberg	06/17/2008 - 06/17/2008	KSTP-TV's Chief Photographer spoke to students at the University of St. Thomas about the field of photojournalism for video projects the students were working on. The Chief Photographer shared information on composition, sequencing, and obtaining soundbites. He also showed examples of stories he shot and gave tips and suggestions from recent sales seminars. The Chief Photographer also discussed his career path, skills and background needed and the future of television sales.	
University of St. Thomas Public School Teachers Seminar	Jerry Gottstein	07/08/2008 - 07/08/2008	20 local public middle and high school teachers visited KSTP-TV and KSTC-TV as part of a continuing education course through the University of St. Thomas. Station management and talent spoke with the teachers about the television news business as well as their positions and careers in broadcasting. The teachers also toured the stations and learned about HBI's broadcasting history.	
UNITY 08: Journalists of Color	Allison DeSevo, Consultant	07/23/2008 - 07/26/2008	KSTP-TV participated in the UNITY 08: Journalists of Color Career Expo in Chicago, IL from July 23 - July 26, 2008. Approximately 8,000 people registered for UNITY and several hundred individuals stopped by the Hubbard Broadcasting, Inc. booth. Contact information for HBI stations, including KSTP-TV, was distributed. Station management answered questions about careers in broadcasting, critiqued resume DVDs, and collected resumes and DVDs for employment consideration at KSTP-TV and other HBI stations.	UNITY is the largest gathering of journalists of color and includes the Asian American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists, and the Native American Journalists Association. KSTP-TV participated with other HBI stations at the Career Expo.
Cristo Rey Corporate Internship Program Hire4Ed	Stephen Schulz, Director, Corporate Internship Program	09/03/2008 - 06/11/2009	KSTP-TV participated in the Cristo Rey High School Corporate Internship Program. Two students worked in the Operations Department and with Twin Cities Live for the 2008-2009 school year. The interns learned about and worked in different jobs at the television station.	Cristo Rey High School is a college preparatory school that serves motivated, economically disadvantaged young men and women of Minneapolis & St. Paul. Work is an integral part of the students' educational experience at the school. Students work to earn a large portion of the cost of their education.
Fall 2008 News Internships	Lindsay Radford, News Director	09/08/2008 - 12/31/2008	KSTP-TV offered 3 news internships during the Fall of 2008. One intern worked in Sports and the other two interns worked producing news stories.	All three students selected for internships attend the University of Minnesota and completed their internships for college credit.
Eagan High School Mentorship	Eagan High School	09/16/2008 -	The News Department at KSTP-TV participated in the Mentor Program at Eagan	

Program		11/30/2008	High School. A senior, interested in Broadcast Journalism, spent 6-8 hours a week for 10 weeks learning what it is like to work in a newsroom.	
Brown College Communications Career Fair 2008	Karol Baumeister, Career Services	09/17/2008 - 09/17/2008	KSTP-TV participated in the Brown College Job Fair distributing information about internship and career opportunities at the station as well as other HBI radio and television stations.	
FCC & EEO Program Compliance Training 2008	Michelle Ott, HBI Human Resources	10/22/2008 - 10/23/2008	Managers and supervisors of KSTP-TV received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws and HBI's policy and program to ensure equal employment opportunities in the work place.	
Informational Interview & Job Shadow	Bethel College Student	10/28/2008 - 11/12/2008	KSTP-TV's Promotion Manager met with, answered questions and provided information about promotions to a student from Bethel College. The student also spent time in the Creative Services Department learning about different jobs. The student was completing a paper for a course and exploring career opportunities.	