

FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KSTC-TV	TV	St Paul, MN	35843
KSTP-AM	Radio	St Paul, MN	35641
KSTP-FM	Radio	St Paul, MN	35642
KSTP-TV	TV	St Paul, MN	28010
KTMV-FM	Radio	Coon Rapids, MN	60641

For the reporting period: 12/01/17 to 11/30/18

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KSTC-TV.Account Manager - Commission Sales	02/14/2018	Internal,National,P	876
KSTC-TV.Account Manager - Commission Sales	02/14/2018	Internal,National,P	349
KSTC-TV.Account Manager - Commission Sales	02/14/2018	Internal,National,P	349
KSTC-TV.KSTP-TV Advertising Account Manager	10/30/2018	Internal,National,P	773
KSTP-AM.ESPN 1500 Audio Producer	10/31/2018	Internal,National,P	369
KSTP-AM.ESPN 1500 Audio Producer	10/31/2018	Internal,National,P	1443
KSTP-AM.ESPN 1500 Social Media Brand Manager	11/13/2018	Internal,National,P	773
KSTP-AM.Overnight Producer/Board Operator	01/26/2018	Internal,National,P	349
KSTP-FM.Account Executive, KS95	01/24/2018	Internal,National,P	462
KSTP-FM.Account Executive, KS95	01/24/2018	Internal,National,P	369
KSTP-FM.Administrative Assistant	08/22/2018	Internal,National,S	2257
KSTP-FM.Digital Designer	07/30/2018	Internal,National,P	285
KSTP-FM.Digital Project Coordinator	08/13/2018	Internal,National,P	773
KSTP-FM.Engineer	08/15/2018	Internal	349
KSTP-FM.Radio Sales Assistant	11/26/2018	Internal,National,S	369
KSTP-FM.Social Media Brand Strategist	04/26/2018	Internal,National,Paid,S	911
KSTP-TV.Accountant-Billing Specialist	10/17/2018	Internal,National,S	401
KSTP-TV.Air Control Technician/Acquisition & Distribution	05/04/2018	Internal,National,S,T	773
KSTP-TV.Anchor	09/27/2018	Internal	401
KSTP-TV.Anchor	09/27/2018	Internal	401
KSTP-TV.Broadcast Systems Engineer	10/09/2018	Internal,National,T	2257
KSTP-TV.Digital Content/Social Media Producer	05/07/2018	Internal,National,P	1184
KSTP-TV.Digital Media Director, KSTP-TV	03/13/2018	Internal,National,P	401
KSTP-TV.Graphic Designer	10/05/2018	Internal,National,S	2257
KSTP-TV.Graphic Designer	08/07/2018	Internal,National,S	285
KSTP-TV.Investigative Producer	07/20/2018	Internal,National,P	1184
KSTP-TV.Investigative Reporter	09/27/2018	Internal,National,P	773
KSTP-TV.News Photojournalist	12/18/2017	Internal,National,P	1184
KSTP-TV.News Photojournalist	11/13/2018	Internal,National,P	2257
KSTP-TV.News Photojournalist	08/22/2018	Internal,National,P	349
KSTP-TV.News Producer	02/21/2018	Internal,National,P	1184
KSTP-TV.News Producer	04/25/2018	Internal,National,P	1184
KSTP-TV.News Producer	08/22/2018	Internal,National,P	2257
KSTP-TV.Nonlinear/Video Editor	07/25/2018	Internal	349
KSTP-TV.Producer/Editor - Twin Cities Live	04/03/2018	Internal,National,P	773
KSTP-TV.Production Assistant FT	07/24/2018	Internal,National,P,S,T	2257

KSTP-TV.Production Assistant FT	07/24/2018	Internal,National,P,S,T	640 650 665 699 721 728 737 753 763 773 787 788 794 819 820 838 840 853 856 858 863 872 873 875 876 878 887 888 1147 1173 1184 1185 1187 1188 1189 1226 1294 1438 1443 2256 2257 2267 2278 2320 2321 Except for: 140 141 157 164 187 201 208 211 238 240 252 285 299 303 309 310 339 349 359 379 389 399 406 433 462 465 503 522 577 587 604 605 607 610 615 625 633 634 640 650 665 699 721 728 737 753 763 773 787 788 794 819 820 838 840 853 856 858 863 872 873 875 876 878 887 888 1147 1173 1184 1185 1187 1188 1189 1226 1294 1438 1443 2256 2257 2267 2278 2320 2321	1184
KSTP-TV.Production Assistant FT	12/13/2017	Internal,National,P	Except for: 465 721 841 875 1161 1162 1173 1225 1226 1227 1443 2110 2278	1184
KSTP-TV.Production Assistant FT	02/07/2018	Internal,National,P		2257
KSTP-TV.Reporter	04/11/2018	Internal,National,P		1184
KSTP-TV.Reporter	04/11/2018	Internal,National,P		401
KSTP-TV.Reporter	09/27/2018	Internal,National,P	Except for: 299 503 625	401
KSTP-TV.Reporter	09/27/2018	Internal,National,P	Except for: 299 503 625	401
KSTP-TV.Sales Traffic Assistant	07/09/2018	Internal,National,S	Except for: 625 1224 1225	2257
KSTP-TV.Writer/Producer	12/13/2017	Internal,National,P		709
KTMV-FM.Talk Show Host	01/03/2018	Internal,National,P		369

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
285	5	307	1	339	1	349	27
359	1	369	10	401	16	462	2
503	2	610	2	709	2	753	1
763	7	773	17	876	1	911	2
1184	19	1188	12	1443	2	1454	1
1457	18	2257	34				

List of Recruitment Sources that requested postings

164 299 853 1147 1161 1162 1173 1193 1224 1225 1226 1275 2256 2267

Recruitment Source Groups

Group Name Ending Date: Members of this group

Internal	Current: 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 2320 05/09/18: 2320 ADDED
National	Current: 255 452 487 644 657 1092 05/09/18: 2321 INACTIVE 2321 ADDED
P=Professional	Current: 157 159 164 187 208 285 299 303 309 339 349 359 379 389 399 433 465 503 577 587 610 625 633 640 699 721 737 753 763 773 836 838 840 841 853 856 858 863 872 873 875 876 878 887 888 1147 1161 1162 1173 1184 1185 1187 1188 1189 1193 1224 1225 1226 1227 1268 1275 1294 1443 2110 2256 2257 11/02/18: 2278 INACTIVE 07/26/18: 299 ADDED 05/01/18: 140 INACTIVE
Paid	Current: 189 212 399 401 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1457 1458 1459 2257 09/24/18: 427 INACTIVE
S=Support	Current: 141 157 164 187 201 208 211 238 240 252 285 299 303 309 339 349 359 379 389 399 406 433 462 465 522 577 587 604 605 607 610 615 625 633 634 640 650 665 699 721 728 737 753 763 773 787 788 794 819 820 838 840 853 856 858 863 872 873 875 876 878 887 888 1147 1173 1184 1185 1187 1188 1189 1224 1225 1226 1294 1438 2256 2257 2267 11/02/18: 2278 INACTIVE 07/26/18: 1224 ADDED 1225 ADDED 05/01/18: 140 INACTIVE
T=Technical	Current: 164 187 208 285 299 303 309 310 339 349 359 379 389 399 433 465 503 577 587 610 625 633 634 640 699 737 753 763 773 838 840 853 856 863 876 878 887 888 1147 1173 1184 1185 1187 1188 1189 1224 1225 2256 2257 11/02/18: 2278 INACTIVE 07/26/18: 299 ADDED 1173 ADDED 1224 ADDED 1225 ADDED 2256 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
140	Art Institute International Minnesota 15 S 9th St	141	American Indian Occupational Industrial Ctr 1845 E Franklin Ave	157	Augsburg College 2211 Riverside Ave S

	Minneapolis, MN 55402 Becky Bates (612) 656-6854		Minneapolis, MN 55404 Don Clark (612) 341-3358		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	187	Alliance for Women in Media-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 3702 E Lake St #200 Minneapolis, MN 55406 Lisa Harris (612) 767-3673	208	Carleton College 1 N College St Northfield, MN 55057 Andrea Kubinski (507) 222-5511
211	Council on Black Minnesotans 332 Minnesota St E 1240 St Paul, MN 55101 Edward McDonald (651) 757-1751	212	Careerbuilder Online 9801 Dupont Ave S #300 Minneapolis, MN 55431 Kristy Nordeen (952) 703-2515	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 900 20th Ave S Minneapolis, MN 55404 Janis Joyce Shearer (612) 752-8800	255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York, NY 10112 Sandra Rice (212) 664-3486
285	Hubbard Broadcasting, Inc 3415 University Ave St Paul, MN 55114 Human Resources (651) 642-4267	299	HIRED 1701 American Blvd East Ste 1 Minneapolis, MN 55411 Lori Anderson (952) 303-8313	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 Andy Higgins (651) 642-5555	309	U of MN Multicultural Center for Academic Excellence 128 Pleasant St SE, 140 Appleby Hall Minneapolis, MN 55455 Keisha Blackman (612) 624-6386	310	U of MN-Institute of Technology 50 Lind Hall, 207 Church St SE Minneapolis, MN 55455 Michele Rockne-Semkow (612) 624-4090
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 Sharon Hartho (651) 642-4311
399	Publication General None, MN None None (000) 000-0000	401	Recruiter	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Vicki Kaping (218) 279-7734
406	Minneapolis American Indian Center 1530 Franklin Ave E Minneapolis, MN 55404 Theresa Cox (612) 879-1728	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
427	Working Online 9801 Dupont Ave S #300 Minneapolis, MN 55431 Kristy Nordeen (952) 703-2515	433	Winona State University-Mass Comm 157 W. Mark Street Winona, MN 55987 Doug Westerman (507) 457-2364	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	462	St Cloud State University-Student Employment Svcs 720 4th Ave S, Suite 215K St Cloud, MN 56301 Coordinator (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 Julie Cruz (320) 308-3976
468	TVSpy/Shoptalk 150 W 57th St, 5th Floor New York, NY 10011 Stephen Warley (212) 366-4212	486	Star Tribune 425 Portland Ave Minneapolis, MN 55488 Michelle Rubenking (952) 703-2512	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000
503	TV Jobs/AM&FMJobs PO Box 4116 Oceanside, CA 920524116 Mark C Holloway (800) 374-0119	510	Television Week 6500 Wilshire Blvd #2300 Los Angeles, CA 90048 Eric Chasko (323) 370-2415	522	Urban League-Minneapolis 2100 Plymouth Ave N Minneapolis, MN 55411 Mallory Mitchell (612) 302-3146
555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301	577	UW-La Crosse Career Services 1725 State St La Crosse, WI 54601 Karolyn Bald (608) 785-8514	587	U of Wisconsin-River Falls 410 S 3rd St River Falls, WI 54022 Nora Koch (715) 425-3169
604	Minneapolis Business College 1711 W County Rd B Suite 100N Roseville, MN 55113 Kelly Riley (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 Janice Denny (612) 659-6713
610	Minnesota Broadcasters Association 401 North 3rd Street Suite 370 Minneapolis, MN 55401 Linda LaSere (612) 926-8123	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
633	NAACP Minneapolis 310 E 38th St #136 Minneapolis, MN 55409 Duane Reed (612) 822-8205	634	Mitchell Technical Institute 1800 E Spruce St Mitchell, SD 57301 Janet Greenway (605) 995-3022	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	646	National Association of Black Journalists 8701 Adelphi Rd	650	Normandale Community College 9700 France Ave S

	Washington, DC 200362891 Karen Hunter (202) 429-5498		Adelphi, MD 20783 Calvin Gilreath (703) 964-2765		Bloomington, MN 55431 Job Placement Coordinator (952) 487-7041
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 Community & Technical College 1101 Hwy 1 E Thief River Falls, MN 56701 Career Center (218) 683-8560
699	Business Organization-General	709	Consulting Firm	721	The Leadership Institute 1101 N Highland St Arlington, VA 22201 Aynsley Harrison (703) 247-2000
728	PPL-LNB Community Center 1925 Nicollet Ave S Minneapolis, MN 55403 Angie Willardson (612) 872-3618	737	Macalester College 1600 Grand Ave St Paul, MN 55105 Michele Moylan (651) 696-6384	753	Self Inquiry
763	Website	773	Word of Mouth	785	Pioneer Press Newspaper/Yahoo Hot Jobs 345 Cedar Ave St Paul, MN 55101 Melanie Horner (952) 703-2519
787	Community Action Partnership of Ramsey & Washington Counties 450 N Syndicate St N Ste 45 St Paul, MN 55104 Theresa Lumpkins (651) 603-5882	788	Rasmussen College-Eagan 3500 Federal Dr Eagan, MN 55016 Alecia Spagnoletti (651) 259-8124	794	Rasmussen College 8300 Norman Center Dr Bloomington, MN 55437 Elizabeth Lintelman (952) 830-4601
819	Indian Health Board 1315 E 24th St, #2 Minneapolis, MN 55404 Courtney Fields (612) 721-9831	820	Inver Hills Community College 2500 E 80th Inver Grove Hts, MN 55076 Dionna Jones (651) 450-3295	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- Office of Career Development and Calling 3900 Bethel Dr, Suite CC 322 St Paul, MN 55112 Pam Roach (651) 635-2470	840	Concordia College Career Center 901 8th St S Moorhead, MN 56562 Sara Johnson (218) 299-3021
841	St Olaf College 1520 St Olaf Ave, Tomson 270 Northfield, MN 55057 Donna Blazis (507) 786-3268	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	853	Concordia University-St Paul 1282 Concordia Avenue St Paul, MN 55104 Andrea Mayer (651) 603-6245
856	Hamline University - Career Development Center 1536 Hewitt Ave MS-B1802 St Paul, MN 55104 DeeDee LeMier (651) 523-2654	858	Metropolitan State University (Twin Cities) 700 E 7th St St Paul, MN 55106 Carol Lowe (651) 793-1529	863	U of MN-Crookston Sargeant Student Center, Suite 245, 2900 University Ave Crookston, MN 56716 Nataki Morris (218) 281-8586
865	KAAL-TV 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	872	College of St Benedict/St John's 37 College Ave S, Career Services St Joseph, MN 56374 Laura Hammond (320) 363-5707	873	College of St Catherine 2004 Randolph Ave Room 460 Mailbox #F-26 St Paul, MN 55105 Anne Bowlin (651) 690-8890
875	St Mary's University 700 Terrace Hts #6 Winona, MN 55987 Mike Hagarty (507) 457-6695	876	University of St Thomas- Career Development Center 2115 Summit Ave #5020 St Paul, MN 55105 Pa Nhia Lee (651) 962-6761	878	Southwest Minnesota State University- Career Svcs 1501 State St BA 156 Marshall, MN 56258 Carrie Hansen (507) 537-6221
887	U of MN-Carlson School of Management 1925 19th Ave S, Room 2-150 Minneapolis, MN 55455 Jessica Himmerick (612) 624-3549	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 Rachel Sedillo (505) 243-4411
905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	Hubbard Radio Twin Cities 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	1092	Broadcast Engineering 9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732	1147	Lynn University 3601 N Military Trail 3rd floor Boca Raton, FL 33431 Robert Trainor (561) 237-7305
1161	LSU Manship School of Mass Communication 221 Journalism Building Baton Rouge, LA 70803 Helen Taylor (225) 578-7381	1162	Wayne State University Journalism Institute for Media Diversity 191 Manooagian 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 Dixie Hansen (651) 642-4374	1185	KSTC45.com 3415 University Avenue St Paul, MN 55114 Veronica Chapel (651) 523-7381	1187	KS95.com 3415 University Ave St Paul, MN 55114 Jeremy Sinon (651) 632-6615
1188	1500ESPN.com 3415 University Ave St. Paul, MN 55114 Jeremy Sinon (651) 632-6638	1189	MyTalk107.1 3415 University Ave St Paul, MN 55114 Jeremy Sinon (651) 632-6638	1193	Goods Entertainment PO Box 1266 Weston, CT 06883 Adam Goodman (800) 867-9532
1213	F&F Productions	1224	Central Michigan University, School of	1225	Temple University Public Radio

	14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776		Broadcasting and Cinematic Arts 340 Moore Mount Pleasant, MI 48859 Michelle Kalisek (989) 774-3851		1509 Cecil B Moore Ave 063-00 Philadelphia, PA 19121 Tobias Q. Poole (215) 204-8405
1226	Ohio/Illinois Centers for Broadcasting 601 S Lasalle St Chicago, IL 60605 Don Clark (216) 447-9117	1227	Collective Talent 1721 Richardson Pl Tampa, FL 33606 Michael Billie (813) 254-9695	1268	Columbia University Graduate School of Journalism 2950 Broadway, 207 Journalism New York, NY 10027 Izabela Rutkowski (212) 854-4422
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1275	University of South Dakota 414 E Clark Street office 151E Vermillion, SD 57069 Michelle Van Maanen (605) 677-5478	1294	University of Minnesota 411 STSS Building, 222 Pleasant Street SE Minneapolis, MN 55455 Connor McCarthy (612) 624-7387
1295	RBR-TVBR Classifieds c/o April McLynn PO Box 6633 Woodbridge, VA 22195 N/A (703) 490-3099	1437	TCHRA 14985 Glazier Avenue Suite 550 Apple Valley, MN 55124 NA (952) 432-7755	1438	IPR - College of Creative Arts 301 N 1st Ave, Suite 300 Minneapolis, MN 55401 Diana Welter (612) 244-2807
1443	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616	1454	Ad Fed Minnesota 1000 Westgate Drive Suite 252 St. Paul, MN 55114 NA (651) 290-7489	1455	Minnesota Interactive Marketing Association 1821 University Ave W #S256 St Paul, MN 55104 NA (651) 999-5345
1456	Journalism Jobs NA Berkeley, CA 00000 NA (510) 653-1521	1457	LinkedIn 2029 Stierlin Ct Mountain View, CA 94043 N/A (000) 000-0000	1458	MediaPost 15 East 32nd St 7th Floor New York, NY 10016 NA (212) 204-2000
1459	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, GA 30152 NA (888) 884-2630	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (202) 895-5000	1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102
1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019	2081	Hubbard Radio-Phoenix 1100 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2110	Medialine 1209 Wood Valley Road Augusta, GA 30909 Rich Everitt (706) 364-7564	2256	Kaplan University Career Services 6301 Kaplan University Ave Ft. Lauderdale, FL 33309 Brent Balkaran (954) 515-4850
2257	Indeed.com 6433 Champion Grandview Way, Building 1 Austin, TX 78750 n/a (555) 555-5555	2267	Tasks Unlimited 2419 Nicollet Avenue S Minneapolis, MN 55404 Kim Coleman (612) 871-3320	2278	Collective Talent 1721 Richardson Place Tampa, FL 33606 Michael Bille (813) 254-9695
2320	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461	2321	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988		

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program 2017-2018	Dan Seeman, Mike Fredrick	06/01/2017 - 05/31/2018	The Hubbard Radio's NextGen Leadership Program identifies, rewards and develops future leaders of the company. Employees are nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers selected up to two participants per market. At KSTP-FM, KSTP-AM and KTMV-FM, two employees were selected and participated in the 2017-2018 program.	
Cristo Rey Corporate Internship Program Hire4Ed	Sharon Ellis, Client Relations Coordinator	08/23/2017 - 06/10/2018	KSTP-TV continued its participation in the Cristo Rey High School Corporate Internship Program, Hire4Ed. During the 2017-2018 school year, two students worked with the News Web Group at KSTP-TV.	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.
Minnetonka High School VANTAGE Mentor Program	Minnetonka High School	10/03/2017 - 05/31/2018	The Vice President/Market Manager for the Minnesota radio stations was the mentor for a Minnetonka High School student participating in the VANTAGE program. During the school year, the two spent time together to talk about professional development and opportunities in digital journalism.	The VANTAGE program is an advanced professional studies program. High school students apply their coursework in real-world settings. Students solve authentic business problems through hands-on learning, project-based assignments and working with

				mentors, all while fulfilling rigorous academic credit requirements.
Newsroom Job Shadows	KSTP-TV Staff & High School/College Students	12/01/2017 - 11/30/2018	<p>On a regular basis, KSTP-TV offers high school and college students the opportunity to spend a day in the newsroom learning about TV news, as well as learning about career opportunities. A typical day for the student looks like this:</p> <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. 	Students were from: Lakeville South High School, St. Paul Academy, Century College, MNSU-Moorhead, MNSU-Mankato.
Twin Cities Live Internship Program	Amanda Tadych, Executive Producer	01/01/2018 - 11/30/2018	Twin Cities Live, the locally produced lifestyle show on KSTP-TV, offers internships each semester to eligible college students. The interns perform a variety of duties including story research, studio prep, logging of field tapes, shooting video segments, assistance to studio audience members, updating the website and assisting producers with other various tasks.	All interns complete their internship for college credit.
UW-Eau Claire Lippold Fellowship 2018	Mary Hoffman, Professor	01/08/2018 - 01/25/2018	<p>KSTP-TV News partnered with the University of Wisconsin-Eau Claire to establish the Lippold Fellowship Fund. The Lippold Fellowship is a job shadowing/mentoring experience for an eligible journalism student during the University's 3-week winter break</p> <p>The Lippold Fellow spent 3 weeks in the newsroom. 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>	
Dougherty Family College Interns	Kris Donnelly	01/31/2018 - 05/31/2018	<p>The employment unit partnered with the Dougherty Family College at the University of St. Thomas by hiring two student interns for the Spring 2018 semester. One intern worked in television production and the other intern worked on a radio talk show.</p> <p>The Dougherty Family College provides motivated students who come from low-income, under-resourced communities with the opportunity to receive a two-year Associated of Arts degree with additional resources for obtaining a four-year degree.</p>	
FCC EEO Program Compliance Training 2018	Michelle Ott, HBI Human Resources	02/12/2018 - 02/12/2018	Managers and supervisors of KSTP-TV, KSTC-TV, KSTP-FM, KSTP-AM, & KTMV-FM 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.	
Job Shadow-Engineering	East Ridge High School Student	03/12/2018 - 03/12/2018	A high school student interested in pursuing a career in electrical engineering spent the day in the KSTP-TV/KSTC-TV Engineering Department. The student learned about engineering career opportunities in a television station.	
University of Minnesota-Duluth Electronic Engineering Class	Tom Ferguson, P.E. Adjunct Instructor and Stanley G. Burns, Ph.D., P.E. Professor/Dept Head	03/28/2018 - 03/28/2018	KSTP-TV/KSTC-TV's Director of Engineering along with the Chief Engineer of KAAL-TV spoke with students at the University of Minnesota-Duluth Electrical Engineering program. The students were studying antennas and transmission lines. Our engineers presented information on how broadcast television equipment works and the importance of antennas and transmission lines in broadcasting. The students also asked questions about engineering careers in broadcasting.	
Job Shadow-Radio	Centennial High School Students	04/17/2018 - 04/17/2018	Two high school students spent the day with employees of the radio stations to learn more about career options.	

Professional Selling Competition and Career Fair at St. Cloud State	Department of Marketing	04/20/2018 - 04/20/2018	Hubbard Radio participated in the Professional Sales Event at St. Cloud State. The event is a job fair and a sales competition. Up to 90 students are recorded making a sale to a buyer. Each student is graded on a score of 1-100 on a number of criteria. The top 3 contenders earn scholarships. Hubbard Radio sales employees served as judges and buyers for the sales activities. In addition, they also attended the career fair.	
Hubbard Radio NextGen Leadership Program 2018-2019	Dan Seeman, Mike Fredrick	06/01/2018 - 05/31/2019	The Hubbard Radio's NextGen Leadership Program identifies, rewards and develops future leaders of the company. Employees are nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers selected up to two participants per market. At KSTP-FM, KSTP-AM and KTMV-FM, two employees were selected to participate in the 2018-2019 program.	
Cristo Rey Corporate Internship Program Hire4Ed	Sharon Ellis, Client Relations Coordinator	08/20/2018 - 06/11/2019	KSTP-TV continued its participation in the Cristo Rey High School Corporate Internship Program, Hire4Ed. During the 2018-2019 school year, two students worked with the News Web Group at KSTP-TV.	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.
Job Shadow- Foreign Exchange Journalists	Foreign Exchange Journalists	08/23/2018 - 08/23/2018	Two foreign journalists shadowed KSTP-TV News employees on the job. In addition, 10 foreign journalists participated in a forum at the station.	
Minnetonka High School VANTAGE Mentor Program	Minnetonka High School	10/03/2018 - 05/31/2019	The Vice President/Market Manager for the Minnesota radio stations was the mentor for a Minnetonka High School student participating in the VANTAGE program. During the school year, the two spent time together to talk about professional development and opportunities in the digital journalism.	The VANTAGE program is an advanced professional studies program. High school students apply their coursework in real-world settings. Students solve authentic business problems through hands-on learning, project-based assignments and working with mentors, all while fulfilling rigorous academic credit requirements.
Northdale Middle School Career Speaker	Nicole Hedman, MN Studies 6/AVID Coordinator	11/09/2018 - 11/09/2018	KSTP-TV's Executive Producer for Twin Cities Live spoke with students at Northdale Middle School's AVID program about working in broadcasting. The AVID program provides direct support structure for first-generation college bound students.	
Minnetonka High School VANTAGE Program - Digital Journalism	Minnetonka High School	11/13/2018 - 11/13/2018	Hubbard Radio hosted a group of 38 students from Minnetonka's Vantage Program. The students were studying Digital Journalism. In addition to a tour the students had the opportunity to learn about podcasting and social media management. Staff gave presentations and answered questions.	