

EXHIBIT 1

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: 12/01/15 to 11/30/16

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KSTC-TV.Account Manager	01/07/2016	Internal,National,P	Except for: 254 285 2239 349
KSTC-TV.Account Manager	01/07/2016	Internal,National,P	Except for: 254 285 2239 369
KSTP-AM.1500 ESPN- Account Manager	03/23/2016	Internal,National,P	359
KSTP-AM.1500 ESPN- Account Manager	09/29/2016	Internal,National,P	349
KSTP-AM.1500 ESPN- Account Manager	06/17/2016	Internal,National,P	1188
KSTP-AM.1500 ESPN- Account Manager	06/17/2016	Internal,National,P	349
KSTP-AM.Vikings Analyst, 1500ESPN.com	08/18/2016	Internal,National,P	1443
KSTP-FM.Digital Media Director, Hubbard Radio Twin Cities	06/08/2016	Internal,National,P,Paid	Except for: 189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1458 1459 1187
KSTP-FM.Digital Project Coordinator	04/20/2016	Internal,National,P,Paid	Except for: 189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1458 1459 911
KSTP-FM.Front End Web Developer	03/07/2016	Internal,National,P,Paid	Except for: 189 212 285 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1458 1459 2239 401
KSTP-FM.Marketing/Promotion Assistant	03/22/2016	Internal,National,S	1187
KSTP-FM.Social Media Coordinator	12/21/2015	Internal,National,S	Except for: 285 2239 349
KSTP-FM.Social Media Coordinator	07/28/2016	Internal,National,S	349
KSTP-FM.Social Media Coordinator	01/28/2016	Internal,National,S	Except for: 285 452 487 657 1092 1843 2239 1457
KSTP-FM.Social Media Strategist	01/26/2016	Internal,National,S	Except for: 285 2239 369
KSTP-FM.Social Media Strategist	01/26/2016	Internal,National,S	Except for: 285 2239 1457
KSTP-FM.Social Media Strategist	05/19/2016	Internal,National,Paid,S	Except for: 189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1458 1459 773
KSTP-FM.Traffic Specialist	12/21/2015	Internal,National,S	773
KSTP-TV.Account Manager - Commission Sales	04/26/2016	Internal,National,P	773
KSTP-TV.Assignment Desk Editor	10/26/2016	Internal,National,P	1184
KSTP-TV.Assistant News Director	10/04/2016	Internal,National,P	Except for: 2256 2257 369
KSTP-TV.Assistant Traffic Manager	10/06/2016	Internal,National,P	2257
KSTP-TV.Audio Control Technician - INTERNAL ONLY	08/12/2016	Internal	369
KSTP-TV.Broadcast Systems Engineer	11/09/2016	Internal,National,T	349
KSTP-TV.Commercial Producer	03/07/2016	Internal,National,P	Except for: 254 285 2239 1184
KSTP-TV.Digital Content/Social Media Producer	12/11/2015	Internal,National,P	Except for: 254 763
KSTP-TV.Director of Creative Services & Marketing	03/09/2016	Internal,National,P,Paid	Except for: 189 212 399 401 427 448 452 468 486 487 510 644 646 654 657 709 785 832 921 922 1092 1295 1436 1437 1443 1454 1455 1456 1458 1459 1843 2239 401
KSTP-TV.Director/Technical Director	07/18/2016	Internal,National,P	773

KSTP-TV.Graphic Artist	10/10/2016	Internal,National,P		285
KSTP-TV.Graphic Designer	08/31/2016	Internal,National,S	Except for: 2256 2257	369
KSTP-TV.Investigative Producer	11/04/2016	Internal,National,P		369
KSTP-TV.KSTP/TC-TV Sales Office Administrator	02/09/2016	Internal,National,S	Except for: 285 2239	349
KSTP-TV.Morning Executive Producer	12/29/2015	Internal,National,P	Except for: 254 452 1092	369
KSTP-TV.National Sales Assistant	04/14/2016	Internal,National,S		1184
KSTP-TV.National Sales Assistant	10/25/2016	Internal,National,S	Except for: 2267	349
KSTP-TV.News Producer	03/03/2016	Internal,National,P,Paid	Except for: 189 212 285 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1458 1459 2239	1184
KSTP-TV.News Producer	03/03/2016	Internal,National,P,Paid	Except for: 189 212 285 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1458 1459 2239	349
KSTP-TV.News Producer	09/06/2016	Internal,National,P	Except for: 2256 2257	359
KSTP-TV.Reporter	02/05/2016	Internal,National,P	Except for: 285 2239	349
KSTP-TV.Senior Producer, Investigative & In-Depth Reports	07/20/2016	Internal,National,P		503
KSTP-TV.TCL Associate Producer	11/07/2016	Internal,National,P		349
KSTP-TV.Traffic Assistant	12/02/2015			369
KSTP-TV.Twin Cities Live Producer - INTERNAL ONLY	10/21/2016	Internal		369
KSTP-TV.Weekend Anchor/Reporter	06/17/2016	Internal,National,P		401
KTMV-FM.Morning Show Producer	10/05/2016	Internal,P	Except for: 159 2256 2257	349

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
159	5	187	1	208	1	285	4
307	5	349	30	359	5	369	19
401	8	427	1	433	1	503	5
610	5	625	1	709	4	753	2
763	8	773	10	841	1	876	1
911	1	1184	13	1187	5	1188	6
1189	1	1443	1	1454	1	1456	2
1457	30	2257	6				

List of Recruitment Sources that requested postings

164 299 582 853 1147 1161 1162 1173 1193 1208 1224 1225 1226 1227 1268 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
01/07/16: 912 INACTIVE 913 INACTIVE

National **Current:** 255 452 487 644 657 1092 2239
06/20/16: 2254 ADDED
02/04/16: 254 INACTIVE
01/12/16: 1843 INACTIVE 2239 ADDED

P=Professional **Current:** 140 157 159 164 187 208 285 303 309 339 349 359 379 389 399 433 465 503 577 587 610 625 633 640 699 721 737 753
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
1208 1224 1225 1226 1227 1268 1275 1294 1443 2110 2256 2257
12/22/15: 582 INACTIVE
08/19/16: 2257 ADDED
08/18/16: 2256 ADDED
07/21/16: 1436 INACTIVE
02/26/16: 203 INACTIVE
01/07/16: 285 ADDED

Paid **Current:** 189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1457 1458 1459 2257
08/19/16: 2257 ADDED

S=Support **Current:** 140 141 157 164 187 201 208 211 238 240 252 285 299 303 309 339 349 359 379 389 399 406 433 462 465 522 577 587
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 1208 1226 1294 1438 2256 2257 2267
12/22/15: 582 INACTIVE
10/07/16: 2267 ADDED
08/19/16: 2257 ADDED
08/18/16: 2256 ADDED
07/21/16: 1436 INACTIVE
02/26/16: 203 INACTIVE
01/07/16: 285 ADDED

T=Technical **Current:** 164 187 208 285 303 309 310 339 349 359 379 389 399 433 465 503 577 587 610 625 633 634 640 699 737 753 763 773
838 840 853 856 863 876 878 887 888 1147 1184 1185 1187 1188 1189 1208 2257
12/22/15: 582 INACTIVE
08/19/16: 2257 ADDED
02/26/16: 203 INACTIVE
01/07/16: 285 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
140	Art Institute International Minnesota 15 S 9th St Minneapolis, MN 55402 Becky Bates (612) 656-6854	141	American Indian Occupational Industrial Ctr 1845 E Franklin Ave Minneapolis, MN 55404 Dawn Paro (612) 341-3358	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	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	203	Sanford Brown College 1345 Mendota Heights Rd St. Paul, MN 55120 Christine Dye (651) 905-3509
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
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Rahsaan Harris (202) 637-4494	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 Dixie Hansen (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 Mitchell Davis (612) 302-3167	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	582	U of Wisconsin-Eau Claire 105 Garfield Ave, Dept of Communication and Journalism HHH 152 Eau Claire, WI 54701 Judy Gatlin (715) 836-2933	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 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 Janice Denny (612) 659-6713
610	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 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 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 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 Magda Ronningen (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 215, 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 Jackie Miller (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 Cassandra Jones (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	912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
913	KTMV-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
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 Manoogian 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	1208	Brown College 1345 Mendota Heights Rd St Paul, MN 55120 Christine Kleckner (651) 905-3499
1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guillame (727) 535-6776	1224	Central Michigan University, School of Broadcasting and Cinematic Arts 340 Moore Mount Pleasant, MI 48859 Dr. Peter B. Orlik (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 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	1436	Minnesota School of Business- Blaine Campus 3680 Pheasant Ridge Drive Northeast Blaine, MN 55449 Julie Kresh (763) 225-8049	1437	TCHRA 14985 Glazier Avenue Suite 550 Apple Valley, MN 55124 NA (952) 432-7755
1438	Minnesota School of Business- Richfield 1401 West 76th Street Richfield, MN 55423 Diana Welter (612) 436-7526	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	Linkodln 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	1843	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
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 4343 Camelback Road #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007	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	2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	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		

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Fredrick	06/01/2015 - 05/31/2017	In 2015, Hubbard Radio launched the NextGen Leadership Program. The program's goal is to identify, reward and develop future leaders of the company. Employees are first 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, employees were selected and participated in both the 2015-2016 program and the 2016-2017 program.	
Cristo Rey Corporate Internship Program Hire4Ed	Kris Donnelly, Executive Director	08/24/2015 - 06/11/2016	KSTP-TV continued its participation in the Cristo Rey High School Corporate Internship Program, Hire4Ed. During the 2015-2016 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.

Eagan High School Mentorship Program	Eagan High School	12/15/2015 - 02/19/2016	The News Department at KSTP-TV participated in the Eagan High School Mentor Program. A high school senior, interested in Broadcast Journalism, spent 6 hours a week for 8 weeks learning what it is like to work in a newsroom.	
Job Shadow-On Air	High School Student	12/28/2015 - 04/28/2016	Middle school and high school students interested in pursuing a career in radio spent time with the station's mid-morning On Air Talent. The students learned what it is like to work on air at a radio station.	Students attended the following schools: Lakeville North High School, Minnetonka Middle School.
2016 News Internships	Anne Wittenborg, News Director	01/01/2016 - 11/30/2016	KSTP-TV offered 6 news internships during the Spring of 2016, 6 internships during the Summer of 2016 and 4 during the Fall of 2016. Interns wrote for the station website, shot and edited video for broadcast, supported the Sports Department, helped out on the Assignment Desk and learned to produce news casts.	All interns completed their internships for college credit.
Twin Cities Live Internship Program	Amanda Tadych, Executive Producer	01/01/2016 - 11/30/2016	Twin Cities Live, the locally produced lifestyle show on KSTP-TV, offers two (2) 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.
Coon Rapids, Blaine, Andover & Anoka High Schools Career Fair	Sheba Coffey	02/26/2016 - 02/26/2016	KSTP-TV's Sports Producer attended a career fair for high school students from Coon Rapids, Blaine, Andover and Anoka. He spoke with attendees about jobs in broadcasting and answered the questions they had about working in broadcasting. He also handed out information on the company.	
NATAS-Upper Midwest Student Job Fair	John Murray, Executive Director	04/10/2016 - 04/10/2016	KSTP-TV's Assistant News Director and Executive Producer- Investigations participated in the NATAS-Upper Midwest Student Job Fair. They met with students, provided information on what it is like to work in the industry, and encouraged them to apply for internships and open positions.	
Summer 2016 Radio Programming Internship-1500 ESPN	Brad Lane, Program Director	05/09/2016 - 08/15/2016	KSTP-AM offered a summer internship in the Programming Department. The selected intern worked with the talk show personnel operating the board, screening calls and assisting with show development. The intern also assisted with production activities.	The intern completed his internship for college credit.
TV Mentorship Program	Whitney Clark, Advisor	05/20/2016 - 06/02/2016	A student from Breck High School spent 3-5 hours a day for 2 weeks observing KSTP-TV's News and Creative Services Departments as well as Twin Cities Live.	
STEP UP Summer Job Program	Amy Shapiro	06/06/2016 - 08/18/2016	KTMY-FM participated in the STEP UP Summer Jobs Program. The program recruits, trains, and places youth, ages 16-21, in paid summer positions with local employers. The station submitted a job description for an Intern/Show Assistant, then interviewed and hired a STEP UP participant interested in working in radio. The STEP UP Intern assisted with day-to-day operations in the programming and production departments.	
Cristo Rey Corporate Internship Program Hire4Ed	Kris Donnelly, Executive Director	08/23/2016 - 06/10/2017	KSTP-TV continued its participation in the Cristo Rey High School Corporate Internship Program, Hire4Ed. During the 2016-2017 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.
Eagan High School Mentorship Program	Eagan High School	09/14/2016 - 11/23/2016	One of the shows on myTalk107.1 mentored a student from the Eagan High School Mentor Program. The high school senior, interested in Radio as a career, spent 4-6 hours a week for 8 weeks learning what it is like to work on a radio show.	

MN Twins Sports Internship/Career Fair - 2016	Kelsey Neigebauer	09/22/2016 - 09/22/2016	KSTP-AM and KSTP-TV participated in the MN Twins Sports Internship/Career Fair. Individuals who attended the Internship/Career Fair were in search of a sports job and/or internship. The managers passed out station contact information and internship applications and spoke with many career fair participants about jobs in broadcasting.
Breck School Visit	Chris Ohm, Dean	09/30/2016 - 09/30/2016	KSTC-TV's Executive Sports Producer spoke with students in Breck School's Communication Class about working in broadcast sports.

EXHIBIT 2

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: 12/01/16 to 11/30/17

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KSTC-TV.Account Manager - Commission Sales	01/27/2017	Internal,National,P Except for: 2254	2257
KSTC-TV.Account Manager - Commission Sales	04/20/2017	Internal,National,P	1457
KSTC-TV.Account Manager - Commission Sales	09/07/2017	Internal,National,P	349
KSTP-AM.1500 ESPN- Account Manager	01/04/2017	Internal,National,P	349
KSTP-FM.Account Manager	03/01/2017	Internal,National,P	349
KSTP-FM.Digital Designer	05/10/2017	Internal,National,P Except for: 2278	773
KSTP-FM.Front End Web Developer	10/02/2017	Internal,National,P	2257
KSTP-FM.KS95 Overnight On Air Personality	09/18/2017	Internal,National,P	1187
KSTP-FM.Night On Air Personality	02/22/2017	Internal,National,P	349
KSTP-FM.Traffic Specialist	03/28/2017	Internal,National,S	1187
KSTP-TV.Account Manager - Commission Sales	04/20/2017	Internal,National,P Except for: 2278	349
KSTP-TV.Air Control Technician/Acquisition & Distribution	02/13/2017	Internal	369
KSTP-TV.Business Manager	01/12/2017	Internal,National,S Except for: 2254	2257
KSTP-TV.Digital Content Producer for 5 Eyewitness News	03/02/2017	Internal,National,P Except for: 2254	773
KSTP-TV.Digital Content/Social Media Producer	12/22/2016	Internal,National,P	773
KSTP-TV.Digital Content/Social Media Producer	01/26/2017	Internal,National,P Except for: 2254	349
KSTP-TV.Digital News Content Producer	03/27/2017	Internal,National,P Except for: 2278	2257
KSTP-TV.Digital Sales Director	11/07/2017	Internal,National,P	2257
KSTP-TV.Investigative Reporter	03/16/2017	Internal,National,P	401
KSTP-TV.News Photojournalist	12/07/2016	Internal,National,P	349
KSTP-TV.News Producer	03/09/2017	Internal,National,P Except for: 452 644 1092 1443 2254 2278	610
KSTP-TV.News Producer	03/09/2017	Internal,National,P Except for: 452 644 1092 1443 2254 2278	1184
KSTP-TV.News Producer	03/09/2017	Internal,National,P Except for: 452 644 1092 1443 2254 2278	2257
KSTP-TV.Nonlinear/Video Editor	06/01/2017	Internal,National,P	369
KSTP-TV.Production Assistant FT	05/02/2017	Internal,National,P	2257
KSTP-TV.Production Assistant FT	05/02/2017	Internal,National,P	1184
KSTP-TV.Production Assistant FT	06/23/2017	Internal,National,P	2257
KSTP-TV.Production Assistant FT	06/23/2017	Internal,National,P	349
KSTP-TV.Production Assistant FT	06/23/2017	Internal,National,P	2257
KSTP-TV.Production Assistant FT	09/29/2017	Internal,National,P	1184
KSTP-TV.Production Assistant/Technical Director	09/29/2017	Internal,National,P	1184
KSTP-TV.Reporter	12/07/2016	Internal,National,P	401
KSTP-TV.Sports Photojournalist/Producer	03/24/2017	Internal,National,P	307
KSTP-TV.Sports Photojournalist/Producer	09/25/2017	Internal,National,P	2257
KSTP-TV.Technical Director - INTERNAL ONLY	08/15/2017	Internal	369
KSTP-TV.Traffic Assistant	03/29/2017	Internal,National,S Except for: 2278	2257
KSTP-TV.TV Sales Office Administrator	01/24/2017	Internal,National,S Except for: 140 2254	369
KTMV-FM.Account Manager, myTalk107.1	10/17/2017	Internal,National,P	1457
KTMV-FM.Account Manager, myTalk107.1	05/09/2017	Internal,National,P	349
KTMV-FM.Network Coordinator/Producer	02/15/2017	Internal,National,P	369

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
141	1	285	2	307	2	349	26
359	3	369	9	401	6	503	3
610	6	753	1	763	2	773	9
876	3	911	3	1184	12	1187	5
1294	3	1443	1	1457	8	2257	36

List of Recruitment Sources that requested postings

164 299 853 1147 1161 1162 1173 1193 1208 1224 1225 1226 1227 1268 1275 2256 2267
2278

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

National **Current:** 255 452 487 644 657 1092
01/26/17: 2239 INACTIVE 2254 INACTIVE 2254 ADDED

P=Professional **Current:** 140 157 159 164 187 208 285 303 309 339 349 359 379 389 399 433 465 503 577 587 610 625 633 640 699 721 737 753
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 2278
06/06/17: 1208 INACTIVE
03/07/17: 2278 ADDED

Paid **Current:** 189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1457 1458 1459 2257

S=Support **Current:** 140 141 157 164 187 201 208 211 238 240 252 285 299 303 309 339 349 359 379 389 399 406 433 462 465 522 577 587
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 1226 1294 1438 2256 2257 2267 2278
06/06/17: 1208 INACTIVE
03/07/17: 2278 ADDED

T=Technical **Current:** 164 187 208 285 303 309 310 339 349 359 379 389 399 433 465 503 577 587 610 625 633 634 640 699 737 753 763 773
838 840 853 856 863 876 878 887 888 1147 1184 1185 1187 1188 1189 2257 2278
06/06/17: 1208 INACTIVE
03/07/17: 2278 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
140	Art Institute International Minnesota 15 S 9th St Minneapolis, MN 55402 Becky Bates (612) 656-6854	141	American Indian Occupational Industrial Ctr 1845 E Franklin Ave Minneapolis, MN 55404 Dawn Paro (612) 341-3358	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	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 Mitchell Davis (612) 302-3167
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 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 Janice Denny (612) 659-6713
610	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 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 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 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 Magda Ronningen (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 Jackie Miller (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 Cassandra Jones (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 Manoogian 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

1208	Brown College 1345 Mendota Heights Rd St Paul, MN 55120 Christine Kleckner (651) 905-3499	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guillaume (727) 535-6776	1224	Central Michigan University, School of Broadcasting and Cinematic Arts 340 Moore Mount Pleasant, MI 48859 Michelle Kalisek (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 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 Rushkowsky (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 4343 Camelback Road #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007	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
2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	2254	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	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

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Fredrick	06/01/2016 - 05/31/2017	In 2015, Hubbard Radio launched the NextGen Leadership Program. The program's goal is to identify, reward and develop future leaders of the company. Employees are first 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, employees were selected and participated in the 2016-2017 program.	
Cristo Rey Corporate Internship Program	Kris Donnelly, Executive Director	08/23/2016 - 06/10/2017	KSTP-TV continued its participation in the Cristo Rey High School Corporate Internship Program, Hire4Ed. During the 2016-2017 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

Hire4Ed				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.
Newsroom Job Shadows	KSTP-TV Staff & High School/College Students	12/01/2016 - 11/30/2017	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: <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: Marquette University, Prior Lake Boy Scout, Hennepin Technical College, Heritage E-STEM Middle School, Elizabethtown College, Shattucks-St Marys, Innovam (Nieuwegein, Netherlands), Minnetonka High School
Eagan High School Mentorship Program	Eagan High School	12/13/2016 - 02/21/2017	The News Department at KSTP-TV participated in the Eagan High School Mentor Program. A high school senior, interested in television news, spent 6 hours a week for 10 weeks learning what it is like to work in a newsroom.	
Twin Cities Live Internship Program	Amanda Tadych, Executive Producer	01/01/2017 - 11/30/2017	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.
Stillwater High School - Cut A- Way Production Class	Debbie Drew, Teacher	02/07/2017 - 02/07/2017	Students from Stillwater High School's Cut-A-Way Production class spent time at the station learning about jobs in TV. They toured the station, worked on the equipment, and had a Q&A with station talent and other TV professionals.	
New Richmond High School Video Production Class	Deena Zauft	02/10/2017 - 02/10/2017	Students from New Richmond, WI High School's Video Production class spent time at the station learning about jobs in TV. They toured the station, observed a live newscast, and had a Q&A with Anchors.	
Midwest Journalism Conference Career Fair	John Murray, Executive Director	03/31/2017 - 04/01/2017	Managers from KSTP-TV and Hubbard Radio Twin Cities participated in the Midwest Journalism Conference Career Fair. They met with participants, provided information on what it is like to work in the industry, and encouraged them to apply for internships and open positions.	
Summer 2017 Radio Internship- KS95	Jill Roen, Assistant PD	05/08/2017 - 07/28/2017	KS95 offered a summer internship. The selected intern worked with show personnel operating the board, screening calls and assisting with show development. The intern also learned about commercial production, assisted at station promotional events, and helped with social media and web posts.	The intern was a student from Belmont University in Nashville, TN.
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, employees were selected and participated in the 2017-2018 program.	

STEP UP Summer Job Program	Amy Shapiro	06/12/2017 - 08/16/2017	KTMV-FM participated in the STEP UP Summer Jobs Program. The program recruits, trains, and places youth, ages 16-21, in paid summer positions with local employers. The station submitted a job description for an Intern/Show Assistant, then interviewed and hired a STEP UP participant interested in working in radio. The STEP UP Intern assisted with day-to-day operations in the programming and production departments.	
Bring Your Child to Work Day 2017	Michelle Ott, HBI Human Resources	06/20/2017 - 06/20/2017	KSTP-TV, KSTC-TV, KSTP-AM, KSTP-FM & KTMV-FM all participated in Bring Your Child to Work Day at Hubbard Broadcasting, Inc. During the event, children ages 9-16 of HBI employees learned what it is like to work in television and radio. The participants learned the creative process of voicing promos for the radio stations and presented a weather segment for TV. The kids were also part of a live audience for Twin Cities Live.	Event sponsored by HBI Corporate Human Resources Department
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.