

## 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	St Paul, MN	60641

For the reporting period: 12/01/13 to 11/30/14

### Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups		Source for Person Hired
KSTC-TV.Writer/Producer II	03/14/2014	Internal,National,P		349
KSTP-AM.1500 ESPN- Account Manager	07/09/2014	Internal,National,P	Except for: 2081	763
KSTP-AM.1500 ESPN- Account Manager	12/05/2013	Internal,National,P	Except for: 2081 2082	349
KSTP-AM.1500 ESPN- Account Manager	07/09/2014	Internal,National,P	Except for: 2081	349
KSTP-AM.1500 ESPN- Account Manager	07/09/2014	Internal,National,P	Except for: 2081	349
KSTP-AM.Sales Manager-1500 ESPN	02/18/2014	Internal,National,P	Except for: 140 157 203 208 303 309 433 452 465 487 503 509 577 587 608 625 644 737 838 840 841 853 856 858 863 872 873 875 878 887 888 1092 1147 1161 1162 1173 1193 1208 1224 1225 1226 1227 1268 1275 1436 1443	349
KSTP-AM.Vikings Analyst, 1500ESPN.com	07/18/2014	Internal,National,P		349
KSTP-FM.Account Executive, KS95	06/11/2014	Internal,National,P		753
KSTP-FM.Account Executive, KS95	12/05/2013	Internal,National,P	Except for: 2081 2082	369
KSTP-FM.Administrative Assistant	07/09/2014	Internal,National,S		349
KSTP-FM.Administrative Assistant	09/09/2014	Internal,National,S		763
KSTP-FM.Digital Account Executive	11/24/2014	Internal,National,P	Except for: 582	349
KSTP-FM.Digital Designer	12/10/2013	Internal,National,Paid,S	Except for: 189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1437 1454 1455 1456 1458 1459	1457
KSTP-FM.Overnight On Air Personality	03/31/2014	Internal,National,P		369
KSTP-FM.Social Media Strategist	12/05/2013	Internal,National,Paid,S	Except for: 189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1437 1454 1455 1456 1458 1459	349
KSTP-FM.Social Media Strategist	06/03/2014	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	349
KSTP-FM.Traffic Manager	07/18/2014	Internal,National,P	Except for: 2110	349
KSTP-TV.Account Manager. Innovation Team	03/31/2014	Internal,National,P	Except for: 2110	349
KSTP-TV.Anchor	11/19/2014	Internal,National,P	Except for: 582 2110	401
KSTP-TV.Assignment Desk Editor	07/08/2014	Internal,National,P		369
KSTP-TV.Associate Photographer/Producer	05/07/2014	Internal,National,P		369
KSTP-TV.Broadcast Systems Engineering Manager	11/11/2014	Internal,National,T	Except for: 310 487 582	1184
KSTP-TV.Content Producer	05/12/2014	Internal,National,P	Except for: 2081 2082	359
KSTP-TV.Digital Reporter/Writer/Producer	11/14/2014	Internal,National,P	Except for: 582	763
KSTP-TV.Director/Technical Director	03/05/2014	Internal,National,P		349
KSTP-TV.Director/Technical Director	06/19/2014	Internal,National,P		369
KSTP-TV.Live Truck Technician	06/19/2014	Internal,National,T		369
KSTP-TV.National Sales Assistant	08/18/2014	Internal,National,S		1184
KSTP-TV.News Photojournalist/Producer	07/23/2014	Internal,National,P		349
KSTP-TV.News Photojournalist/Producer	10/01/2014	Internal,National,P		1184

KSTP-TV.News Photojournalist/Producer	10/30/2014	Internal,National,P		1184
KSTP-TV.News Producer	11/19/2014	Internal,National,P	Except for: 582 2110	349
KSTP-TV.News Producer	11/19/2014	Internal,National,P	Except for: 582 2110	1184
KSTP-TV.News Producer	07/01/2014	Internal,National,P		369
KSTP-TV.News Producer	07/01/2014	Internal,National,P		349
KSTP-TV.News Producer	07/01/2014	Internal,National,P		503
KSTP-TV.News Producer	11/19/2014	Internal,National,P	Except for: 582 2110	503
KSTP-TV.Nonlinear/Video Editor	10/01/2014	Internal,National,P		369
KSTP-TV.PM Executive Producer	01/29/2014	Internal,National,P	Except for: 2081 2082	369
KSTP-TV.Production Assistant FT	01/21/2014	Internal,National,P	Except for: 2081 2082	369
KSTP-TV.Production Assistant FT	09/18/2014	Internal		369
KSTP-TV.Production Assistant FT	07/21/2014	Internal		369
KSTP-TV.Production Assistant/Operations Technician	05/28/2014	Internal,National,P		1184
KSTP-TV.Production Assistant/Operations Technician	11/14/2014	Internal,National,P	Except for: 582	369
KSTP-TV.Production Assistant/Operations Technician	12/06/2013	Internal,National,P		610
KSTP-TV.Public Affairs Director	10/07/2014	Internal	Except for: 307 402 408 416 555 843 865 893 905 911 912 913 1213 1270 1844 1845 1846 1847 1848 2081 2082	369
KSTP-TV.Reporter	12/18/2013	Internal,National,P		369
KSTP-TV.Reporter	12/18/2013	Internal,National,P	Except for: 2081 2082	773
KSTP-TV.Reporter	11/19/2014	Internal,National,P	Except for: 582 2110	1184
KSTP-TV.Reporter	11/19/2014	Internal,National,P	Except for: 582 2110	401
KSTP-TV.Reporter	11/19/2014	Internal,National,P	Except for: 582 2110	401
KSTP-TV.Sports Photographer/Editor/Producer	03/20/2014	Internal,National,P		369
KSTP-TV.Sports Photojournalist/Producer	10/30/2014	Internal,National,P		1184
KSTP-TV.Traffic Assistant	04/10/2014	Internal,National,S		753
KSTP-TV.Traffic Reporter- Morning Show	04/25/2014	Internal,National,P		773
KSTP-TV.Twin Cities Live Co-Host	06/17/2014	Internal,National,P	Except for: 452 487 509 1092 1193 1443 2110	369
KSTP-TV.Web Producer	05/22/2014	Internal,National,P	Except for: 2110	369
KTMV-FM.Morning Show Producer	03/31/2014	Internal,National,P	Except for: 2081	369
KTMV-FM.Promotion/Marketing Director	12/12/2013	Internal,National,S	Except for: 2081 2082	349

### List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
349	38	359	1	369	40	379	2
401	3	452	1	503	17	610	2
625	2	753	3	763	15	773	8
876	1	1184	33	1188	1	1189	2
1457	10						

### List of Recruitment Sources that requested postings

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

### Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 912 913 1213 1270 1844 1845 1846 1847 1848 2081 2082 <b>01/30/14:</b> 2081 ADDED <b>01/13/14:</b> 2082 ADDED
National	<b>Current:</b> 254 255 452 487 644 657 1092 1843 <b>08/21/14:</b> 608 INACTIVE <b>01/30/14:</b> 2081 DELETED <b>01/13/14:</b> 2081 ADDED
P=Professional	<b>Current:</b> 140 157 159 164 187 203 208 303 309 339 349 359 379 389 399 433 465 503 577 582 587 610 625 633 640 699 721 737 753 763 773 836 838 840 841 853 856 858 863 872 873 875 876 878 887 888 1147 1161 1162 1173 1184 1185

1187 1188 1189 1193 1208 1224 1225 1226 1227 1268 1275 1294 1436 1443 2110

**11/06/14:** 582 ACTIVE

**08/21/14:** 2110 ADDED

**05/07/14:** 1295 DELETED

**05/01/14:** 509 INACTIVE

Paid	<b>Current:</b> 189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1295 1437 1454 1455 1456 1457 1458 1459 <b>05/07/14:</b> 1295 ADDED
S=Support	<b>Current:</b> 140 141 157 164 187 201 203 208 211 238 240 252 299 303 309 339 349 359 379 389 399 406 433 462 465 522 577 582 587 604 605 607 610 612 615 625 633 634 640 650 665 699 721 728 737 753 763 773 787 788 794 819 820 838 840 853 856 858 863 872 873 875 876 878 887 888 1147 1173 1184 1185 1187 1188 1189 1208 1226 1294 1436 1438 <b>11/06/14:</b> 582 ACTIVE <b>05/07/14:</b> 1295 DELETED
T=Technical	<b>Current:</b> 164 187 203 208 303 309 310 339 349 359 379 389 399 433 465 503 577 582 587 610 625 633 634 640 699 737 753 763 773 838 840 853 856 863 876 878 887 888 1147 1184 1185 1187 1188 1189 1208 <b>11/06/14:</b> 582 ACTIVE <b>05/07/14:</b> 1295 DELETED <b>05/01/14:</b> 509 INACTIVE

## Recruitment Sources

ID	Source	ID	Source	ID	Source
140	Art Institute International Minnesota 15 S 9th St Minneapolis, MN 55112 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 Mary Leppi (651) 905-3402
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 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 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 Vivki Kaping (218) 279-7734	406	Minneapolis American Indian Center 1530 Franklin Ave E Minneapolis, MN 55404 Morgan Thompson (612) 879-1710	408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745
416	WNYT-TV	427	Working Online	433	Winona State University-Mass Comm

	15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791		9801 Dupont Ave S #300 Minneapolis, MN 55431 Kristy Nordeen (952) 703-2515		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	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	522	Urban League-Minneapolis 2100 Plymouth Ave N Minneapolis, MN 55411 Kim Coleman (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 Kathy Bartelt (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
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 Sue Kincade (612) 728-2004
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 Megan Mentzel (605) 995-7136	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 Dean Dalen (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 Scott Redd (651) 603-5882
788	Rasmussen College-Eagan 3500 Federal Dr Eagan, MN 55016	794	Rasmussen College 8300 Norman Center Dr Bloomington, MN 55437	819	Indian Health Board 1315 E 24th St, #2 Minneapolis, MN 55404

	Alecia Spagnoletti (651) 259-8124		Elizabeth Lintelman (952) 830-4601		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 3900 Bethel Dr St Paul, MN 55112 Pam Roach (651) 635-2470	840	Concordia College Career Center 901 8th St S Moorhead, MN 56562 Renae Krabbenhoft (218) 299-3020	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, MN 87401 Deb Kelly (505) 326-1141	853	Concordia University-St Paul 1282 Concordia Avenue St Paul, MN 55104 Career Development (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 Meloni Rasmussen (218) 281-8586	865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666
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 Career Development (651) 690-8890	875	St Mary's University 700 Terrace Hts #6 Winona, MN 55987 Jackie Baker (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	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	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 Manogian 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 Guilliame (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) 254-9696	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	1294	University of Minnesota 411 STSS Building, 222 Pleasant Street SE	1295	RBR-TVBR Classifieds c/o April McLynn PO Box 6633 Woodbridge, VA 22195

	Michelle Van Maanen (605) 677-5478		Minneapolis, MN 55455 Connor McCarthy (612) 624-7387		N/A (703) 490-3099
1436	Minnesota School of Business- Blaine Campus 3680 Pheasant Ridge Drive Northeast Blaine, MN 55449 Melissa Young (763) 225-8059	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	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	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 Rushkowsky (202) 895-5000
1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102	1846	Hubbard Radio-Salt Lake City 6985 Union Park Ave Suite 600 Cottonwood Heights, UT 84047 Mike Rawlings (801) 575-7565	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 Amy Wicklund (312) 946-1019	2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Jennifer Daurham (480) 941-1007	2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Christine Hanley (425) 653-1160
2110	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200				

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Cristo Rey Corporate Internship Program Hire4Ed	Meg Brundey, Executive Director	08/26/2013 - 06/13/2014	KSTP-TV & KSTC-TV participated once again in the Cristo Rey High School Corporate Internship Program, Hire4Ed. During the 2013-2014 school year, two students worked at the stations. One student worked with the TV Sales group and Twin Cities Live. The second student worked with the News Web Group at KSTP-TV. On Fridays, both students assisted the Twin Cities Live staff.	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.
Newsroom Job Shadows	KSTP-TV Staff & High School/College Students	12/01/2013 - 11/30/2014	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"> <li>● Attend either a morning or afternoon editorial meeting;</li> <li>● Spend time with a Producer learning what they do to prepare for a newscast;</li> <li>● Follow a Reporter and watch what they do as they cover a story;</li> <li>● Spend time with a Photographer learning about the importance of the position;</li> <li>● Spend time on the assignment desk learning what happens at the desk;</li> <li>● Take a tour of the station.</li> </ul>	Students were from: St. Cloud University; Blackduck High School; TSE.
UW-Eau Claire	Mary Hoffman,	12/30/2013	KSTP-TV News partnered with the University of	

Lippold Fellowship 2014	Professor	- 01/21/2014	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.  The Lippold Fellow worked in the newsroom for 3 weeks. 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.	
2014 News Internships	Lindsay Radford, News Director	01/01/2014 - 11/30/2014	KSTP-TV offered 4 news internships during the Spring of 2014, 4 internships during the Summer of 2014 and 5 during the Fall of 2014. 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	01/01/2014 - 11/30/2014	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, assistance to studio audience members, updating the website and assisting producers with other various tasks.	All interns complete their internship for college credit.
Midwest Journalism Conference	Neil Roberts	03/28/2014 - 03/28/2014	KSTC-TV's Executive Sports Producer participated in the Midwest Journalism Conference as a panel member for the topic "Everything You Don't Know About Sports Journalism". The audience was mainly students looking to get into sports broadcasting. He spoke about his job and the importance of internships as practical hands on experience.	
Eagan High School Mentorship Program	Eagan High School	04/01/2014 - 05/13/2014	The News Department at KSTP-TV participated in the Mentor Program at Eagan High School. 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.	
Edina 7th Grade School Project	Teacher	05/24/2014 - 05/24/2014	Members of the station's Operations Department assisted 7th grade students from Edina put on a mock newscast for a school project. Students also toured the station and learned about jobs in broadcasting.	
Summer 2014 Radio Programming Internship-1500 ESPN	Brad Lane, Program Director	05/27/2014 - 08/15/2014	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 student selected for the summer internship attended UW-River Falls.
STEP UP Summer Job Program	Amy Shapiro	06/09/2014 - 08/15/2014	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.	
Bring Your Child to Work Day 2014	Michelle Ott, HBI Human Resources	06/18/2014 - 06/18/2014	KSTP-TV, KSTC-TV, KSTP-AM, KSTP-FM & KTMY-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 newscast segment for TV. The kids were also part of a live audience for Twin Cities Live.	Event sponsored by HBI Corporate Human Resources Department

Council for Educational Travel USA J-1 Visa Trainee	Lynsey	08/04/2014 - 11/30/2014	KSTP-AM participated in a trainee program with Council for Educational Travel USA. The station employed a young man from England for 4 months with the purpose of educating and training him in broadcast radio. The participant learned how to write and produce advertisements, helping to produce a sports talk show and assisting with station promotional events.	The purpose of J-1 Visa Program is to create cultural and professional learning opportunities between citizens of the United States and citizens of other countries and provide opportunities for professional development.
Cristo Rey Corporate Internship Program Hire4Ed	Meg Brundey, Executive Director	08/25/2014 - 06/12/2015	KSTP-TV participated once again in the Cristo Rey High School Corporate Internship Program, Hire4Ed. During the 2014-2015 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.
Golden Gopher Athletics Career & Internship Fair	Linda Roberts, Director of Outreach, Dept of Intercollegiate Athletics	10/23/2014 - 10/23/2014	Representatives from the employment unit attended the 2014 Golden Gopher Career and Internship Fair at the University of Minnesota. The event provided an opportunity for student-athletes at the U of MN to meet with area company representatives to learn about career and internship opportunities. Attendees asked questions about working in radio and TV and were offered the opportunity to job shadow in news if interested. Internship applications and company information were handed out as well.	
MN Society of Professional Journalism Intern Night	Amada Lutz	10/29/2014 - 10/29/2014	KSTP-TV's Web Manager participated in the Minnesota Chapter of the Society of Professional Journalists Student Intern Night. College students from area colleges and universities learned about various internship and job opportunities in journalism, including broadcast journalism. Internship applications for KSTP-TV were distributed to interested students.	