

FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KBHP-FM	Radio	Bemidji, MN	51878
KBUN-AM	Radio	Bemidji, MN	51879
K235BP	Radio	Bemidji, MN	152419
KKZY-FM	Radio	Bemidji, MN	77087
KLLZ-FM	Radio	Walker, MN	28656
KBUN-FM	Radio	Blackduck, MN	165994

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
KBUN-AM.Account Representative	08/22/2016	P	2225

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
2199	3	2203	3	2225	6		

List of Recruitment Sources that requested postings

No Recruitment Source requested postings.

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
P=Professional	Current:	2197 2198 2199 2200 2201 2202 2203 2204 2205 2218 2219 2225 2229 2262
	08/23/16:	2262 ADDED
S=Support	Current:	2198 2199 2200 2202 2203 2204 2205 2218 2219 2225 2229
T=Technical	Current:	2198 2199 2200 2202 2203 2204 2205 2218 2219 2225 2229

Recruitment Sources

ID	Source	ID	Source	ID	Source
307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555	369	Internal Applicant	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Vicki Kaping (218) 279-7734
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	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	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	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guillaume (727) 535-6776	1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800
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

2197	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616	2198	College of St Benedict/St John's 5707 SJU Center Collegeville, MN 56374 John Clarkson (320) 363-2011	2199	Bemidji State University-Career Svcs 1500 Birchmont Dr NE Box 18 Bemidji, MN 56601 Angela Schmidt (218) 755-2038
2200	U of MN-Duluth-Career Svcs Solon Campus Center 22 Duluth, MN 55812 Pamela Merzowski (218) 726-7960	2201	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123	2202	Northland Community & Technical College 1101 Hwy 1 E Thief River Falls, MN 56701 Charlene Abrahamson (218) 683-8560
2203	Minnesota Works.net 332 Minnesota St #E200 St Paul, MN 55101 Linda (651) 296-8400	2204	UW River Falls Dept. of Journalism 410 S 3rd St River Falls, WI 54022 Sandy Ellis (715) 425-3169	2205	University of Minnesota 411 STSS Building, 222 Pleasant Street SE Minneapolis, MN 55455 Connor McCarthy (612) 624-7387
2218	Hubbard Radio Bemidji Website 502 Beltrami Ave NW Bemidji, MN 56601 Joel Swanson (218) 407-5181	2219	Job Fair x x, AL x x (123) 345-1234	2225	Hubbard Radio Bemidji On Air Announcements 502 Beltrami Ave NW Bemidji, MN 56601 Joel Swanson (218) 407-5181
2229	Employee-Current NA NA, MN NA Jen (999) 999-9999	2262	Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 N/A (555) 555-5555		

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Station Tours	Various	12/01/2015 - 11/30/2016	Employees offered station tours to a variety of groups in which they learned about our stations and the radio broadcasting industry. Groups that toured: Kids & Company Solway School Summer Kids Bemidji State University Students	
Leech Lake Reservation Job Fair	Faron Jackson Sr.	03/11/2016 - 03/11/2016	The Operations Manager attended the Leech Lake Reservation Job Fair and answered questions about careers in radio broadcasting.	
Bemidji State University & Northwest Technical College Job and Internship Fair	Angela Schmidt, Office Manager/Recruitment Coordinator	03/30/2016 - 03/30/2016	The Operations Manager of the employment unit attended the Bemidji State University & Northwest Technical College Job and Internship Fair. He distributed information about jobs in broadcasting and answered questions about working in radio.	
Bemidji Chamber Job Fair	Lori Paris, Chamber President	04/07/2016 - 04/07/2016	The General Manager of the employment unit attended the Bemidji Chamber Job Fair. He distributed information about jobs in broadcasting and answered questions about working in radio.	
Bemidji Middle School Career Day	Drew Hildenbrand	05/20/2016 - 05/20/2016	A Sports Announcer gave a presentation to 14 middle school students that signed up to learn about broadcasting during their career day. The presentation included hands-on activities of reading copy and editing audio.	
Young Professionals Network Luncheon	Coralee Nowak	08/10/2016 - 08/10/2016	The Market sponsored a monthly Young Professionals Network luncheon. The Operations Manager made a presentation about the stations and the radio broadcasting industry.	
Bemidji State University Student Internship	Virgil Bakken	09/01/2016 - 11/30/2016	The Radio Market provided a sports internship for a BSU student that offered hands-on learning opportunities in the sports broadcasting field.	

Student Mentorship Program	Diane Ohl	09/01/2016 - 12/31/2016	The Radio Market participated in a mentorship program with Rural MN CEP. The program provided hands on learning opportunities and mentorship to local high school student interested in a career in audio and video recording/editing.	
FCC EEO Training	Michelle Ott	10/11/2016 - 10/11/2016	Management from Bemidji 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.	