

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2021 to 11/30/2022

Call Letter	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

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KSTP-AM.SKOR North Account Manager(22-1152)	06/13/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1443
KSTP-FM.Director of Sales(21-1560)	12/16/2021	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 610, 615, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3076, 5000	5000
KSTP-FM.Digital Project Planner(21-1596)	01/10/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	1457
KSTP-FM.Sales Manager(22-1007)	09/09/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1443, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	2226
KSTP-FM.KS95 Marketing/Promotions Coordinator(22-1011)	02/02/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1450

KSTP-FM.KS95 Marketing/Promotions Director(22-1012)	03/03/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1443, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	3000
KSTP-FM.Sales Coordinator(22-1033)	03/11/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1450
KSTP-FM.Sales Coordinator(22-1314)	07/25/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	3000
KSTP-TV.Television Operations Technician(21-1433)	12/07/2021	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	5000
KSTP-TV.Investigative Producer(21-1448)	01/17/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	5000
KSTP-TV.Account Executive(21-1528)	01/04/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	3000
KSTP-TV.Photojournalist(21-1600)	01/13/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	1450

KSTP-TV.Sales Coordinator(21-1614)	03/10/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	1294
KSTP-TV.Morning News Producer(22-1016)	02/08/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	5000
KSTP-TV.Photojournalist(22-1021)	04/15/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1457
KSTP-TV.Director(22-1044)	02/17/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	5000
KSTP-TV.Account Executive(22-1053)	05/02/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	872
KSTP-TV.Content Desk Supervisor(22-1061)	02/21/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	3000
KSTP-TV.Associate Producer(22-1065)	02/23/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	5000
KSTP-TV.Reporter(22-1087)	03/03/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1457

KSTP-TV.Production Assistant(22-1104)	10/24/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1450, 1457
KSTP-TV.Content Desk Editor(22-1108)	06/30/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	737
KSTP-TV.Sales Coordinator(22-1142)	04/15/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	3000
KSTP-TV.Sports Multi Media Journalist/Photographer(22-1143)	04/06/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1450
KSTP-TV.Executive Producer(22-1186)	05/17/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	2226
KSTP-TV.Director(22-1232)	06/20/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1450
KSTP-TV.Broadcast System Engineer(22-1241)	07/25/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1450, 3000

KSTP-TV.Assistant News Director(22-1243)	05/25/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	5000
KSTP-TV.News Producer(22-1263)	06/14/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1450
KSTP-TV.Associate Producer(22-1267)	05/24/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1294
KSTP-TV.Associate Producer(22-1287)	06/13/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	462
KSTP-TV.Photojournalist(22-1288)	07/14/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	5000
KSTP-TV.Meteorologist/Environment Reporter(22-1289)	09/23/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	2226
KSTP-TV.Content Desk Manager(22-1317)	07/14/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	5000
KSTP-TV.Reporter(22-1320)	11/18/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	2226

KSTP-TV.Sports Photographer(22-1335)	07/29/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 406, 433, 462, 465, 503, 522, 577, 584, 587, 605, 607, 610, 615, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	1450
KSTP-TV.Sales Coordinator(22-1340)	07/22/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 406, 433, 462, 465, 503, 522, 577, 584, 587, 605, 607, 610, 615, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112, 5000	2226
KSTP-TV.Graphic Designer(22-1368)	09/15/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	1450
KSTP-TV.News Video Editor(22-1370)	08/16/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	876
KSTP-TV.Air Control Technician(22-1406)	10/18/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	1450
KSTP-TV.Content Desk Editor(22-1427)	09/14/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	1450
KSTP-TV.Producer(22-1469)	11/16/2022	141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112	5000

KTMY-FM.Account Manager(21-1595) 03/11/2022 141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000 1457

KTMY-FM.Social Media Manager - myTalk 107.1(22-1415) 10/03/2022 141, 157, 164, 201, 208, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 605, 607, 610, 615, 625, 630, 633, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1035, 1147, 1161, 1197, 1202, 1224, 1226, 1294, 1438, 1443, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3063, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 3112 1457

List of Recruitment Sources

***An asterisk next to the name of the source indicates a source that requested our postings.**

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
141	American Indian Occupational Industrial Ctr	1845 E Franklin Ave Minneapolis Minnesota, 55404	Dawn Paro 6123413358	0
157	Augsburg College	2211 Riverside Ave S Minneapolis Minnesota, 55454	Handshake 6123301472	0
164	Asian American Journalists Association MN	425 Portland Ave S Minneapolis Minnesota, 55488	Susan Du 6512082535	1
201	Center for Asians and Pacific Islanders	3702 E Lake St #200 Minneapolis Minnesota, 55406	Lisa Harris 6127673673	0
208	Carleton College	1 N College St Northfield Minnesota, 55057	Handshake 5072225511	0
252	Employment Action Center	900 20th Ave S Minneapolis Minnesota, 55404	Janis Joyce Shearer 6127528800	0
299	HIRED	1701 American Blvd E #1 Bloomington Minnesota, 55425	Christy Simpson 6128089476	0
303	Howard University Career Services	525 Bryant St NW (Rms 202-203) Washington Dist. Columbia, 20059	Handshake 2028067513	0

309	U of MN Multicultural Center for Academic Excellence	128 Pleasant St SE, 140 Appleby Hall Minneapolis Minnesota, 55455	Keisha Blackman 6126246386	0
310	U of MN Institute of Technology	50 Lind Hall, 207 Church St SE Minneapolis Minnesota, 55455	Handshake 6126244090	0
379	Job Fair			2
406	Minneapolis American Indian Center	1530 Franklin Ave E Minneapolis Minnesota, 55404	Theresa Cox 6128791728	0
433	Winona State University Mass Comm	Minn Hall 304, 157 W Mark Street Winona Minnesota, 55987	Dr. Paul Johnson 5074572364	0
462	St Cloud State University Student Employment Svcs	Suite 215 Centennial hall, 720 4th Ave S. St Cloud Minnesota, 56301	Handshake 3203083753	1
465	St Cloud State University Multicultural Student Svcs	MASC, EB 121, St Cloud State University, 720 4th Ave S St Cloud Minnesota, 56301	Julie Cruz 3203083976	0
503	TV Jobs/AM&FMJobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 8003740119	8
522	Urban League Minneapolis	2100 Plymouth Ave N Minneapolis Minnesota, 55411	Mallory Mitchell 6123023146	0
577	UW La Crosse Career Services	1725 State St LaCrosse Wisconsin, 54601	Handshake 6087858514	0
584	U of Wisconsin Eau Claire, Internships	230 Schofield Hall Eau Claire Wisconsin, 547024004	Handshake 7158364069	0
587	U of Wisconsin River Falls	410 S 3rd St River Falls Wisconsin, 54022	Handshake 7154253169	0
605	Minneapolis College of Art & Design	2501 Stevens Ave Minneapolis Minnesota, 55404	Becky Bates 6128743796	0
607	Minneapolis Community & Tech College	1501 Hennepin Ave Minneapolis Minnesota, 55403	Janice Denny 6126596713	0

610	Minnesota Broadcasters Association	408 St. Peter Street Suite 423 St. Paul Minnesota, 55102	Tim Hyde 6129268123	1
615	Minnesota Women's Consortium	165 Western Ave N, Suite 8 St Paul Minnesota, 55102	Lorraine Hart 6512280338	1
625	Minnesota Works.net	332 Minnesota St #E200 St Paul Minnesota, 55101	Linda 6512968400	0
630	Minnesota State University Mankato	Career Development Center, WA 209, 730 Maywood Ave Mankato Minnesota, 56001	Handshake 5073896061	0
633	NAACP Minneapolis	PO Box 8905 Minneapolis Minnesota, 55408	Angela Rose Myers 6128228205	0
640	NAACP St Paul	270 North Kent Street St Paul Minnesota, 55104	Richard Pittman Sr. 6516490520	0
650	Normandale Community College	9700 France Ave S Bloomington Minnesota, 55431	Job Placement Coordinator 9524877041	0
665	Northland Community & Technical College	1101 Hwy 1 E Thief River Falls Minnesota, 56701	Career Center 2186838560	0
721	The Leadership Institute	1101 N Highland St Arlington Virginia, 22201	Aynsley Harrison 7032472000	0
728	PPL LNB Community Center	1021 East Franklin Avenue Minneapolis Minnesota, 55404	Angie Willardson 6128723618	0
737	Macalester College	1600 Grand Ave St Paul Minnesota, 55105	Handshake 6516966384	1
787	Community Action Partnership of Ramsey & Washington Counties	450 N Syndicate St N #45 St Paul Minnesota, 55104	Theresa Lumpkins 6516035882	0
819	Indian Health Board	1315 E 24th St #2 Minneapolis FM, 55404	Lisa Murphy 6127219831	0
820	Inver Hills Community College	2500 80th Street East Inver Grove Heights Minnesota, 55076	Emily Johnson 6514503295	0

838	Bethel University Office of Career Development and Calling	3900 Bethel Dr # CC 322 St Paul Minnesota, 55112	Handshake 6516352470	0
840	Concordia College Career Center	901 8th St S Moorhead Minnesota, 56562	Handshake 2182993020	0
841	St Olaf College	1520 St Olaf Ave, Tomson 270 Northfield Minnesota, 55057	Handshake 5077863268	0
853	Concordia University St Paul	1282 Concordia Ave St Paul Minnesota, 55104	Handshake 6516036245	1
856	Hamline University Career Development Center	1536 Hewitt Ave MS-B1802 St Paul Minnesota, 55104	Handshake 6515235802	0
858	Metropolitan State University Twin Cities	700 E 7th St St Paul Minnesota, 55106	Handshake 6517931529	0
863	U of MN Crookston	108-B Selvig Hall, 2900 University Ave Crookston Minnesota, 56716	Handshake 2182818369	0
872	College of St Benedict/St John's	37 College Ave S, Career Services St Joseph Minnesota, 56374	Handshake 3203635707	1
873	College of St Catherine	2004 Randolph Ave Room 460 Mailbox #F-26 St Paul Minnesota, 55105	Handshake 6516908890	0
875	St Mary's University	700 Terrace Hts #6 Winona Minnesota, 55987	Handshake 5074576695	0
876	University of St Thomas	2115 Summit Ave #5020 St Paul Minnesota, 55105	Handshake 6519626761	1
878	Southwest Minnesota State University Career Svcs	1501 State St BA 156 Marshall Minnesota, 56258	Handshake 5075376221	0
888	U of MN Morris Career Center	201 Behmler Hall, 600 E 4th St Morris Minnesota, 56267	Handshake 3205896065	0
1035	*University of the Southwest	6610 Lovington Hwy T-30 Hobbs New Mexico, 88240	Handshake 5753926561	0

1147	Lynn University	3601 N Military Trail 3rd floor Boca Raton Florida, 33431	Robert Trainor 5612377305	0
1161	LSU Manship School of Mass Communication	221 Journalism Building Baton Rouge Louisiana, 70803	Aariel Charbonnet 2255787312	0
1197	Wartburg College Pathways Center for Career Services	100 Wartburg Blvd Waverly Iowa, 50677	Handshake 3193528615	0
1202	University of Wisconsin Eau Claire, Department of Communication & Journalism	105 Garfield Ave PO Box 4004 Eau Claire Wisconsin, 54702	Handshake 7158362528	0
1224	Central Michigan University, School of Broadcasting and Cinematic Arts	340 Moore Mount Pleasant Michigan, 48859	Handshake 9897747346	0
1226	Illinois Media School	455 Eisenhower Lane South, Suite 200 Lombard Illinois, 60148	Dustin Lingemann 6305191394	0
1294	University of Minnesota	411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455	Handshake 6126247387	6
1438	IPR College of Creative Arts	300 N 1st Ave, Suite 100 Minneapolis Minnesota, 55401	Kyle Shelstad 612-351-2887	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	3
1450	Indeed.com	Austin Texas,		42
1454	Ad Fed Minnesota	1000 Westgate Dr #252 St. Paul Minnesota, 55114	6512907489	1
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		16
2107	MediaTalent	2515 Sparrow Crest Dr Katy Texas, 77494	Rick Iler 9132170685	1
2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Handshake 2184772131	0

2194	Minnesota State Community & Technical College	1900 28th Ave South Moorhead Minnesota, 56560	Sue Zurn 2182996515	1
2226	Employee Referral			18
2267	Tasks Unlimited	2419 Nicollet Ave S Minneapolis Minnesota, 55404	Kim Coleman 6128713320	0
2287	Gustavus Adolphus College	800 W College Ave St Peter Minnesota, 56082	Handshake 5079337524	0
3000	HBI Career Site			17
3033	University of Northwestern-St. Paul	3003 Snelling Ave N St. Paul Minnesota, 55113	Handshake 6516315279	0
3034	The College of St. Scholastica	1204 Kenwood Avenue Duluth Minnesota, 55811	Handshake	0
3063	Bemidji State University/Northwest Technical College	1500 Birchmont Dr NE #18 Bemidji Minnesota, 56601	Handshake 218-755-2405	0
3066	Dakota State	802 N Washington Ave Madison South Dakota, 57042	Handshake 6052565122	0
3067	South Dakota State University	1421 Student Union Lane Brookings South Dakota, 57006	Handshake 6056884425	0
3068	Anoka Technical College	1355 West Highway 10 Anoka Minnesota, 55303	Rebecca Walker 7635767780	0
3069	Anoka-Ramsey Community College	11200 Mississippi BLVD NW Coon Rapids Minnesota, 55433	Jill Harrison 7634331430	0
3070	Century College	3300 Century Ave North White Bear Lake Minnesota, 55110	Carrie Hageman 6517731753	0
3071	Dakota County Technical College	1300 145th Street East Rosemount Minnesota, 55068	Aria Kronebusch 651-423-8221	0

3072	Hennepin Technical College	9000 Brooklyn Blvd Brooklyn Park Minnesota, 55445	Sue Schmitz 7634882441	0
3073	Minnesota West Community & Technical College	1450 Collegeway Worthington Minnesota, 56187	Gail Polejewski 8006582330	0
3074	St. Paul College	235 Marshall Ave Saint Paul Minnesota, 55102	Sheryl Saul 6514034013	1
3075	St. Cloud Technical & Community College	1540 Northway Drive Saint Cloud Minnesota, 56303	Lisa Mohr 3203085486	0
3076	*Colorado Media School	404 S Upham Street Lakewood Colorado, 80226	Debbie Byrd 3034794908	0
3112	*Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
5000	Internal			16

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
HubbardNXT Leadership Program	Dan Seeman, VP/Regional Manager Minnesota Minnesota	10/01/2022-05/31/2023	The HubbardNXT Leadership Program identifies and develops the leaders in radio and digital, inviting them to learn and grow in a uniquely curated leadership training program and participate in an Innovation Summit in Minneapolis-St. Paul. The Digital Operations and Production Manager for the Twin Cities radio stations was selected to participate in the 2022-2023 program.
Leadership Training	Julie Pomeroy, Senior Manager, Learning, Training & Development	03/01/2022-02/25/2023	Managers at KSTP-TV participated in leadership training during the year. The trainings were The 6 Critical Practices For Leading a Team, The 5 Choices to Extraordinary Productivity, and The 4 Essential Roles of Leadership. Training was provided to grow and develop management/leadership skills.
Minnesota SPJ Intern Night	Fred Melo, Organizer	11/15/2022-11/15/2022	KSTP-TV hosted the 2022 Minnesota Society of Professional Journalists Intern Night. Representatives from KSTP-TV and other Twin Cities media organizations provided

information about internships throughout the state and networked with local college students interested in journalism careers. Students who attended were from the University of Minnesota, St. Thomas University, Bethel University, Carleton College and Macalester College.

<p>Minnetonka High School VANTAGE Program</p>	<p>Roger Andre, Director</p>	<p>03/02/2022- 03/02/2022</p>	<p>The Hubbard Radio Twin Cities stations hosted students in the Minnetonka High School VANTAGE Program for a tour and information sessions about career options, digital advertising, and podcasting. Through experiential learning, VANTAGE offers a unique opportunity for high school students to apply their coursework in real-world settings. Students solve genuine problems through project-based assignments and work one-on-one with mentors in the community.</p>
<p>St. Paul Area Chamber Career Connect Day</p>	<p>Alicia Baraga, Nonprofit Event Specialist</p>	<p>10/18/2022- 10/18/2022</p>	<p>The Employment Unit participated in the St. Paul Area Chamber's Career Connect Day, an event for area high school students to learn about various careers. TV and Radio staff spoke with students and answered questions about careers in broadcasting.</p>
<p>Station Tour</p>	<p>Joy Chrest</p>	<p>11/02/2022- 11/02/2022</p>	<p>The KSTP-FM Director of Digital Operations and the Senior Human Resources Generalist gave a tour of the KSTP-FM, KSTP-AM, KTMY-FM, and KSTP-TV stations to the Greater Things Homeschool Co-op. During the tour, students were able to speak with staff members about their roles in broadcasting and learn what kinds of roles within the industry can act as starting points for those looking to begin a career in broadcasting. Staff also spoke to the students about what types of college majors can lead to careers in broadcasting industry.</p>
<p>TV Marketing Internship Program</p>	<p>Kate Bendell, Promotion & Partnership Manager</p>	<p>01/09/2022- 12/23/2022</p>	<p>KSTP-TV hired a Marketing Intern each semester to assist with station marketing and promotions. The interns performed duties such as executing social media campaigns, creating engaging social media content, meet and greet guests, and assisting with other marketing tasks. Internships are completed for college credit.</p>
<p>Twin Cities Live Internship Program</p>	<p>Mandy Tadych, Promotion Director</p>	<p>01/09/2022- 12/23/2022</p>	<p>Twin Cities Live, the locally produced lifestyle show on KSTP-TV, offered 2 internships per semester to eligible college students in 2022. The interns perform a variety of duties including story research, studio prep, logging field tapes, shooting video segments, assistance to studio audience members, updating the website and assisting producers</p>

with other tasks. Internships are completed for college credit.

U of MN Journalism and KSTP-TV News Partnership

Scott Libin, Senior Fellow

09/06/2022-12/15/2022

KSTP-TV News and the U of MN Journalism Course 3451 partnered in the teaching of future journalists. The course is the introductory broadcast and digital writing and reporting course. Additionally, it is an introduction to writing in broadcast and digital style, video photojournalism and editing news stories told with audio and video. Classes were held on site at KSTP-TV. Students participated in morning editorial meetings and spent a day job shadowing with a reporter or producer. Stories and other assignments were produced using the workflow of a professional journalism environment.