FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2019 to 11/30/2020

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
KTMY-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.Overnight Producer(20-1210)	11/10/2020	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1226, 1294, 1438, 1443, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	1457
KSTP-FM.Brand and Content Director - KS95(20-1125)	07/13/2020	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 303, 309, 310, 379, 406, 433, 462, 465, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1226, 1294, 1438, 1443, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	2226
KSTP-FM.KS95 Midday On-Air & APD(20-1162)	09/29/2020	157, 206, 303, 310, 462, 503, 577, 584, 587, 625, 630, 737, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 878, 888, 1161, 1202, 1224, 1294, 1443, 2194, 2287, 3033, 3034, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075	1443
KSTP-FM.KS95 Digital Content Director(20-1235)	11/17/2020	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1161, 1202, 1224, 1226, 1294, 1438, 1443, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	872
KSTP-TV.Photojournalist(19-1553)	01/09/2020	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 303, 304, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 788, 794, 819, 836, 837, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1225, 1226, 1294, 1438, 1450, 2107, 2187, 2226, 2267, 2287, 3000, 3033, 3034, 5000	3000

KSTP-TV.Editor(19-1587)	12/02/2019	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 303, 304, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 788, 794, 819, 836, 837, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1225, 1226, 1294, 1438, 1450, 2107, 2187, 2226, 2267, 2287, 3000, 3033, 3034, 5000	503
KSTP-TV.Reporter(19-1601)	12/27/2019	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 303, 304, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 788, 794, 819, 836, 837, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1225, 1226, 1294, 1438, 1450, 2107, 2187, 2226, 2267, 2287, 3000, 3033, 3034, 5000	2226
KSTP-TV."Associate Producer, News"(19-1613)	12/16/2019	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 303, 304, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 788, 794, 819, 836, 837, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1225, 1226, 1294, 1438, 1450, 2107, 2187, 2226, 2267, 2287, 3000, 3033, 3034, 5000	299
KSTP-TV.Associate Producer(19-1639)	12/27/2019	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 303, 304, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 788, 794, 819, 836, 837, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1225, 1226, 1294, 1438, 1450, 2107, 2187, 2226, 2267, 2287, 3000, 3033, 3034, 5000	2226
KSTP-TV.Operations Technician(20-1066)	03/05/2020	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 304, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 819, 836, 837, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1225, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 5000	5000
KSTP-TV.Morning News Producer(20-1129)	06/29/2020	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	1457
KSTP-TV.Assignment Desk(20-1159)	09/09/2020	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	1457
KSTP-TV.Associate Producer(20-1190)	09/25/2020	9000	3000
KSTP-TV.Broadcast Systems Engineer(20-1191)	10/28/2020	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1158, 1161, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	5000

KSTP-TV.Photojournalist(20-1218)	10/27/2020	141, 157, 164, 187, 201, 206, 208, 211, 252, 299, 309, 310, 379, 406, 433, 462, 465, 503, 522, 577, 584, 587, 604, 605, 607, 610, 615, 625, 630, 633, 634, 640, 650, 665, 721, 728, 737, 787, 819, 820, 838, 840, 841, 853, 856, 858, 863, 872, 873, 875, 876, 878, 888, 1147, 1161, 1202, 1224, 1226, 1294, 1438, 1450, 2107, 2187, 2194, 2226, 2267, 2287, 3000, 3033, 3034, 3066, 3067, 3068, 3069, 3070, 3071, 3072, 3073, 3074, 3075, 3076, 5000	503

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	Sandy Tilton 6123301472	0
159	602 Communications	3339 E Wickieup Ln Phoenix Arizona, 85050	Graeme Newell 6024854412	2
164	Asian American Journalists Association MN	425 Portland Ave S Minneapolis Minnesota, 55488	Susan Du 6512082535	0
187	Alliance for Women in Media MN	11830 28th Ave N Plymouth Minnesota, 55441	Catherine Flaherty 7635501102	0
201	Center for Asians and Pacific Islanders	3702 E Lake St #200 Minneapolis Minnesota, 55406	Lisa Harris 6127673673	0
206	Bemidji State University Indian Student Program	1500 Birchmont Dr NE #18 Bemidji Minnesota, 566012699	Colette 2187552032	0
208	Carleton College	1 N College St Northfield Minnesota, 55057	Andrea Kubinski 5072225511	0
211	Council on Black Minnesotans	332 Minnesota St E 1240 St Paul Minnesota, 55101	Edward McDonald 6517571751	0
252	Employment Action Center	900 20th Ave S Minneapolis Minnesota, 55404	Janis Joyce Shearer 6127528800	1

299	HIRED	1701 American Blvd E #1 Minneapolis Minnesota, 55411	Lori Anderson 9523038313	1
303	Howard University Career Services	525 Bryant St NW (Rms 202-203) Washington Dist. Columbia, 20059	Joan M. Browne, PHD 2028067513	0
304	*Howard University John H Johnson School of Comm.	525 Bryant St NW Washington Dist. Columbia, 20058	Carol Dudley 2028065806	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	Michele Rockne-Semkow 6126244090	0
379	Job Fair			0
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	Desiree Wickman 3203082151	0
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	1
503	TV Jobs/AM&FMJobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 8003740119	4
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	Karolyn Bald 6087858514	0
584	U of Wisconsin Eau Claire, Internships	230 Schofield Hall Eau Claire Wisconsin, 547024004	Kim Erickson 7158364069	0
587	U of Wisconsin River Falls			

		410 S 3rd St River Falls Wisconsin, 54022	Nora Koch 7154253169	0
604	Minneapolis Business College	1711 W County Rd B # 100N Roseville Minnesota, 55113	Kelly Riley 6516044119	0
605	Minneapolis College of Art & Design	2501 Stevens Ave Minneapolis Minnesota, 55404	Becky Bates 6128743796	0
607	Mpls Community & Tech College Multicultural Student Svcs	1501 Hennepin Ave Minneapolis Minnesota, 55403	Janice Denny 6126596713	0
610	Minnesota Broadcasters Association	401 North 3rd St # 370 Minneapolis Minnesota, 55401	Maria Vorhis 6129268123	0
615	Minnesota Women's Consortium	550 Rice St St Paul Minnesota, 55103	Lorraine Hart 6512280338	0
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	Jaqui Menke 5073896061	0
633	NAACP Minneapolis	310 E 38th St #136 Minneapolis Minnesota, 55409	Duane Reed 6128228205	0
634	Mitchell Technical Institute	1800 E Spruce St Mitchell South Dakota, 57301	Janet Greenway 6059953022	0
640	NAACP St Paul	586 W Central Ave St Paul Minnesota, 55103	Nathaniel Khaliq 6512275199	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	Michele Moylan 6516966384	0
787	Community Action Partnership of Ramsey & Washington Counties	450 N Syndicate St N #45 St Paul Minnesota, 55104	Theresa Lumpkins 6516035882	0
788	Rasmussen College Eagan	3500 Federal Dr Eagan Minnesota, 55016	Alecia Spagnoletti 6512598124	0
794	Rasmussen College	8300 Norman Center Dr Bloomington Minnesota, 55437	Elizabeth Lintelman 9528304601	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
836	Job Post All MN State Universities			0
837	Job Post All MN State Universities Internships			0
838	Bethel University Office of Career Development and Calling	3900 Bethel Dr # CC 322 St Paul Minnesota, 55112	Pam Roach 6516352470	0
840	Concordia College Career Center	901 8th St S Moorhead Minnesota, 56562	Jill Wenger 2182993020	0
841	St Olaf College	1520 St Olaf Ave, Tomson 270 Northfield Minnesota, 55057	Marietta Ruppe 5077863268	0
853	Concordia University St Paul	1282 Concordia Ave St Paul Minnesota, 55104	Andrea Mayer 6516036245	0
856	Hamline University Career Development Center	1536 Hewitt Ave MS-B1802 St Paul Minnesota, 55104	DeeDee LeMier 6515232654	0

858	Metropolitan State University Twin Cities	700 E 7th St St Paul Minnesota, 55106	Marisa Kelly 6517931529	0
863	U of MN Crookston	108-B Selvig Hall, 2900 University Ave Crookston Minnesota, 56716	Michelle Christopherson 2182818369	0
872	College of St Benedict/St John's	37 College Ave S, Career Services St Joseph Minnesota, 56374	Laura Hammond 3203635707	1
873	College of St Catherine	2004 Randolph Ave Room 460 Mailbox #F-26 St Paul Minnesota, 55105	Anne Bowlin 6516908890	0
875	St Mary's University	700 Terrace Hts #6 Winona Minnesota, 55987	Mike Hagarty 5074576695	0
876	University of St Thomas Career Development Center	2115 Summit Ave #5020 St Paul Minnesota, 55105	Pa Nhia Lee 6519626761	0
878	Southwest Minnesota State University Career Svcs	1501 State St BA 156 Marshall Minnesota, 56258	Carrie Hansen 5075376221	0
888	U of MN Morris Career Center	201 Behmler Hall, 600 E 4th St Morris Minnesota, 56267	Irene Maloney 3205896065	0
1147	*Lynn University	3601 N Military Trail 3rd floor Boca Raton Florida, 33431	Robert Trainor 5612377305	0
1158	Luther College	700 College Dr Decorah Iowa, 52101	Career Center 5633871025	0
1161	LSU Manship School of Mass Communication	221 Journalism Building Baton Rouge Louisiana, 70803	Helen Taylor 2255787381	0
1202	University of Wisconsin Eau Claire, Department of Communication & Journalism	105 Garfield Ave PO Box 4004 Eau Claire Wisconsin, 54702	Carol Pilgrim 7158362528	0
1224	Central Michigan University, School of Broadcasting and Cinematic Arts	340 Moore Mount Pleasant Michigan, 48859	Michelle Kalisek 9897743851	0
1225	Temple University Public Radio	1509 Cecil B Moore Ave 063-00 Philadelphia Pennsylvania, 19121	Tobias Q. Poole 2152048405	0

1226	Ohio/Illinois Centers for Broadcasting	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	Connor McCarthy 6126247387	0
1438	IPR College of Creative Arts	300 N 1st Ave, Suite 100 Minneapolis Minnesota, 55401	Diana Welter 6123511926	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	3
1450	Indeed.com	Austin Texas,		2
1456	Journalism Jobs	Berkeley California,	5106531521	1
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		5
2107	MediaTalent	2515 Sparrow Crest Dr Katy Texas, 77494	Rick Iler 9132170685	0
2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Jammi Crummy 2184772131	0
2194	Minnesota State Community & Technical College	1900 28th Ave South Moorhead Minnesota, 56560	Sue Zurn 2182996515	0
2226	Employee Referrral			8
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	Jill VanOsdol 5079337586	0
3000	HBI Career Site			10
3033	University of Northwestern-St. Paul	3003 Snelling Ave N St. Paul Minnesota, 55113	Mark Seignious 6516315279	0

3034	The College of St. Scholastica	1204 Kenwood Avenue Duluth Minnesota, 55811		0
3066	Dakota State	802 N Washington Ave Madison South Dakota, 57042	Debra Roach 6052565122	0
3067	South Dakota State University	1421 Student Union Lane Brookings South Dakota, 57006	Sherry Fuller Bordewyk 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	Jessica Ayub 6514238000	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 Way Saint Paul Minnesota, 55102	Sheryl Saul 6514034013	0
3075	St. Cloud Technical & Community College	1540 Northway Drive Saint Cloud Minnesota, 56303	3203085486	0
3076	*Colorado Media School	404 S Upham Street Lakewood Colorado, 80226	Debbie Byrd	0
5000	Internal			8
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Cristo Rey Corporate Internship Program	Suzanne Dennison	08/19/2019-06/11/2020	KSTP-TV continued its participation in the Cristo Rey High School Corporate Internship Program, Hire4Ed. During the 2019-2020 school year, two students worked with the KSTP-TV News Digital Group.
Dougherty Family College	Kris Donnelly	01/02/2020-03/16/2020	The employment unit partnered with the Dougherty Family College at the University of St. Thomas to hire two interns. One worked in TV news assisting the Assignment Desk and the other worked in Radio promotions. The Dougherty Family College provides motivated students who come from low-income, under-resourced communities with the opportunity to receive a two-year Associate of Art degree with additional resources for obtaining a four-year degree.
Hubbard Radio NextGen Leadership Program 2019-2020	Dan Seeman	07/15/2019-06/01/2020	The Hubbard Radio Next Gen Leadership Program identifies, rewards an develops future leaders of the company. Employees are nominated by market management to apply for the program. Following a formal application process market managers select up to two (2) participants per market. One employee from KS95 was selected to participate.
Summer Newsroom Job Shadow	Kirk Varner	06/25/2020-08/28/2020	A student from Syracuse spent time during the summer learning from the News Team of KSTP-TV.
Twin Cities Live Internship Program	Mandy Tadych	01/01/2020-03/31/2020	Twin Cities Live, the locally produced lifestyle show on KSTP-TV, offered two (2) internships during the Spring semester of 2020 to eligible college students. 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 with other tasks. Unfortunately the internship ended early due to the pandemic.