

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2023 to 11/30/2024

Call Letter	Type of Station	Location:City/State	Facility ID
WDIO-DT	TV	Duluth, MN	71338
WIRT-DT	TV	Hibbing, MN	71336

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WDIO-DT.Morning News Anchor(23-1378)	01/12/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	5000
WDIO-DT.Multimedia Journalist/Sports Reporter - WDIO-TV(23-1418)	02/16/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	3000
WDIO-DT.Weekend Producer/Multimedia Journalist(23-1548)	02/15/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	3000
WDIO-DT.Technical Director(24-1004)	02/20/2024	417, 531, 590, 625, 730, 807, 869, 923, 1035, 1161, 1288, 2187, 3034, 3063, 3075	275
WDIO-DT.Meteorologist-Morning News(24-1054)	05/20/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	401
WDIO-DT.Weekend Anchor/Multimedia Journalist(24-1126)	05/31/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	2187
WDIO-DT.News Producer(24-1194)	05/16/2024	417, 531, 590, 625, 730, 807, 869, 923, 1035, 1161, 1288, 1450, 2187, 3034, 3063, 3075	5000
WDIO-DT.Photojournalist(24-1223)	05/28/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	2226

WDIO-DT.Technical Director(24-1225)	07/08/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	1450
WDIO-DT.News Producer(24-1254)	11/15/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	5000
WDIO-DT.Technical Director(24-1345)	11/19/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	1450
WDIO-DT.Morning News Anchor(24-1392)	11/08/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	2226
WDIO-DT.Multimedia Journalist/Producer(24-1414)	11/15/2024	275, 333, 379, 401, 417, 531, 590, 610, 613, 625, 725, 730, 792, 807, 821, 869, 923, 1035, 1161, 1162, 1171, 1205, 1206, 1211, 1268, 1288, 1445, 1450, 2187, 2226, 2279, 3000, 3034, 3063, 3075, 3111, 5000	3000

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
275	Fond du Lac Tribal & Community College	2101 14th St Cloquet Minnesota, 55720	Donna Isham 2188790800	1
333	University of South Dakota Dept of Media & Journalism	414 E Clark St Al Newharth Media Center Vermillion South Dakota, 57069	Samantha Nelson 6056775765	0
379	Job Fair			1
401	Recruiter			2
417	Northwood Technical College	2100 BEASER AVE Ashland Wisconsin, 54806	Handshake 7156853006	0
531	UMD Career & Internship Services Dept	22 SCC 1117 University Dr Duluth Minnesota, 55812	Susan Hudec 2187267960	0

590	U of Wisconsin Superior	PO Box 2000 Superior Wisconsin, 54880	Handshake 7153948024	0
610	Minnesota Broadcasters Association	408 St. Peter Street Suite 423 St. Paul Minnesota, 55102	Tim Hyde 6129268123	0
613	NE MN Office of Job Training Career Ctr	820 N 9th St Virginia Minnesota, 55792	Randy Back 2187356105	0
625	Minnesota Works.net	332 Minnesota St #E200 St Paul Minnesota, 55101	Linda 6512968400	0
725	Leech Lake Tribal College	6945 Little Roof Rd NW Cass Lake Minnesota, 55633	Amarin Chanthorn 2183354225	0
730	Lake Superior College	2101 Trinity Rd Duluth Minnesota, 55811	Handshake 2187337717	2
792	Mesabi Range Community & Technical College	1001 W Chestnut St Virginia Minnesota, 55792	Toby Anderson 2187490319	0
807	Hennepin Technical College Eden Prairie/Brooklyn Park	9000 Brooklyn Blvd Brooklyn Park Minnesota, 55445	Stephen Harper 7634882411	0
821	Itasca Community College	1851 E Hwy 169 Grand Rapids Minnesota, 55744	Harold Annette 2183274491	0
869	St Cloud State University Career Center	720 4th Ave S, Centennial Hall #215 St Cloud Minnesota, 563014498	Handshake 3203082153	0
923	TV Jobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 7607548177	2
1035	University of the Southwest	6610 Lovington Hwy T-30 Hobbs New Mexico, 88240	Handshake 5753926561	0
1161	LSU Manship School of Mass Communication	221 Journalism Building Baton Rouge Louisiana, 70803	Handshake 2255787312	0
1162	Wayne State University Journalism Institute for Media Diversity	191 Manoogain Hall Detroit Michigan, 48201	Alicia Nails 3135776304	0

1171	University of Miami School of Communication	5100 Brunson Dr Coral Gables Florida, 33146	Carolyn M Castro 3052845234	0
1205	Roger Williams University	One Old Ferry Rd Bristol Rhode Island, 2809	Pamela Fournier 4012531040	0
1206	*Dept of Workforce Development - Office of Veteran Employment Services	2725 E 6th St Superior Wisconsin, 54880	Tom Casey 7153927808	0
1211	Community Action Duluth	2424 W 5th St #102 Duluth Minnesota, 55806	Deb Eagle 2187261665	0
1268	Columbia University Journalism School	Pulitzer Hall, 2950 Broadway New York New York, 10027	Lauren Mack 2128544422	0
1288	Northland College	1411 Ellis Ave Ashland Wisconsin,	Handshake 7156821230	0
1445	Hibbing Community College Multimedia Program	1515 E 25th St Hibbing Minnesota, 55746	Becky Mayo 2182632968	0
1450	Indeed.com	Austin Texas,		8
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		5
2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Handshake 2184772131	1
2226	Employee Referral			4
2279	UNO School of Communication	6001 Dodge St CPACS 200 Omaha Nebraska, 68182	Chris Allen 4025542601	0
3000	HBI Career Site			6
3034	The College of St. Scholastica	1204 Kenwood Avenue Duluth Minnesota, 55811	Handshake	0
3063	Bemidji State University/Northwest Technical	1500 Birchmont Dr NE #18 Bemidji Minnesota, 56601	Handshake 218-755-2405	0

College

3075	St. Cloud Technical & Community College	1540 Northway Drive Saint Cloud Minnesota, 56303	Lisa Mohr 3203085486	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
5000	Internal			5

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
BEA Career Fair & Graduate School Showcase	J-D Boyle	04/16/2024-04/16/2024	WDIO's Vice President/General Manager attended the BEA Career Fair and Graduate School Showcase to represent the station and Hubbard Broadcasting. She spoke with attendees about career opportunities at WDIO and Hubbard Broadcasting.
Duluth Women's Club Presentation	Pamela Williams, Vice President	01/26/2024-04/26/2024	A WDIO Meteorologist and an Anchor met with the Duluth Women's Club at their lunch series. They discussed their careers in broadcasting and experiences in journalism. They answered questions from the group.
Job Shadow	College of St Scholastica student	08/07/2024-08/07/2024	A college student from St. Scholastica spent the day job shadowing a WDIO Anchor during her workday. The student toured the station and learned about the day to day operations of the newsroom, with a focus on shooting video and editing stories.
Northeast Range Campus Career Day	Jennifer Kaufenberg	10/16/2024-10/16/2024	WDIO's Reporter/Anchor attended the Career Day at Northeast Range School. Students learned about career opportunities from 15 presenters from a variety of industries, including television. The Reporter/Anchor spoke with students one-on-one about the career opportunities available at WDIO and Hubbard Broadcasting.
School Visits 2023-2024	Various	12/01/2023-11/30/2024	WDIO News & Weather staff regularly speak with students in elementary schools, high schools and colleges about their jobs and careers in broadcasting and meteorology. Schools visited during the reporting period include: Denfeld High School, Piedmont

Elementary, Lowell Elementary, Duluth
Preschool of Fine Arts, University Nursery
School Duluth, Lakewood School, Lincoln
Park Middle School Duluth, Esko Winterquist
Elementary School, Bryant Elementary
School Superior, Great Lakes Elementary
Superior, Mt Iron Buhl Little Tykes Center,
Newborn2School Education, University of MN
Duluth Elements of Theatre Class.

St Cloud State University Job
Fair

Candace Cheesman, Career
Center Services

04/08/2024-
04/08/2024

WDIO's News Director attended the SCSU
Job Fair. She spoke with college students
about career opportunities at WDIO and
about working in the broadcasting industry.

Station Tours 2023-2024

Various

12/01/2023-
11/30/2024

WDIO offers station tours to interested
schools and community groups. Participants
learn about station operations and what it
takes to put on a newscast. They also have
an opportunity to talk with Anchors, Reporters
and other station personnel about their jobs
and how they prepared for employment in
broadcasting. Tour groups include: Lakeview
Christian Academy, Duluth East High School,
Duluth/Esko/Cloquet Homeschool Co-op,
Prince of Peace St Cloud, Sauk Rapids Rice
High School, Esko Winterquist Elementary
School, Lake Superior College, Duluth
National Weather Service, Hermantown High
School.

Workforce Wednesday Webinar

Jessica Miller, Director
Workforce Strategy

02/07/2024-
11/06/2024

WDIO's Office Manager attended the State of
MN Employment and Economic
Development's monthly virtual workshop
programs entitled Workforce Wednesday. The
sessions cover a variety of topics including
DEIAB (Diversity, Equity, Inclusion
Accessibility, and Belonging), and Employee
Engagement Through Authentic Leadership.