

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: 12/01/16 to 11/30/17

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KBUN-AM.Account Executive	02/17/2017	P Except for: 2206	2199
KBUN-AM.Marketing Professional	11/29/2017	P Except for: 2282 2287 2288 2289 2290 2291 2292 2293 2294 2295 2296 2310 2311	2219
KBUN-AM.Sales Manager	02/07/2017	P Except for: 2198 2199 2200 2202 2204 2205 2206 2219 2225	2262
KBUN-AM.Traffic Specialist	11/29/2017	Paid,S Except for: 2201 2204 2206 2219 2225 2310 2311	2201

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	2199	1	2201	2	2203	1
2218	2	2219	1	2225	3	2229	1
2262	7						

List of Recruitment Sources that requested postings

2293

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

P=Professional **Current:** 2197 2198 2199 2200 2201 2202 2203 2204 2205 2218 2219 2225 2229 2262 2282 2287 2288 2289 2290 2291 2292 2293 2294 2295 2296 2310 2311
10/10/17: 2310 ADDED 2311 ADDED
06/27/17: 2287 ADDED 2288 ADDED 2289 ADDED 2290 ADDED 2291 ADDED 2292 ADDED 2293 ADDED 2294 ADDED 2295 ADDED 2296 ADDED
04/27/17: 2282 ADDED

Paid **Current:** 2310 2311
10/10/17: 2310 ADDED 2311 ADDED

S=Support **Current:** 2198 2199 2200 2201 2202 2203 2204 2205 2218 2219 2225 2229 2310 2311
10/10/17: 2310 ADDED 2311 ADDED
08/21/17: 2201 ADDED

T=Technical **Current:** 2198 2199 2200 2202 2203 2204 2205 2218 2219 2225 2229 2310 2311
10/10/17: 2310 ADDED 2311 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
307	KSTP-TV 3415 University Ave St Paul, MN 55114 Andy Higgins (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	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (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 Rushkowski (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
2282	LinkedIn 2029 Stierlin Court Mountain View, CA 94043 Sharon Jan (408) 594-7204	2287	Gustavus Adolphus College-Career Svcs 800 W College Ave St Peter, MN 56082 Cynthia Favre (507) 933-7586	2288	Metropolitan State University (Twin Cities) 700 E 7th St St Paul, MN 55106 Carol Lowe (651) 793-1529
2289	University of Wisconsin- Green Bay 2420 Nicolet Dr Green Bay, WI 54311 careers@uwgb.edu (950) 465-2163	2290	Minnesota State University-Mankato 209 Wigley Administration WA 209 Mankato, MN 56001 Brenda Garbers (507) 389-6061	2291	Concordia College Career Center 901 8th St S Moorhead, MN 56562 Sara Johnson (218) 299-3021
2292	University of Wisconsin- Oshkosh 800 Algama Blvd Oshkosh, WI 54901 cservice@uwosh.edu (920) 424-2181	2293	Concordia University-St Paul 1282 Concordia Avenue St Paul, MN 55104 Andrea Mayer (651) 603-6245	2294	St Olaf College 1520 St Olaf Ave, Tomson 270 Northfield, MN 55057 Donna Blazis (507) 786-3268
2295	University of Wisconsin- Milwaukee University of Wisconsin Milwaukee, WI 53211 pantherjobs@uwm.edu (414) 229-4486	2296	South Dakota State University- Journalism Dept PO Box 2235 Brookings, SD 57007 Jim Paulson (605) 688-6512	2310	Craigslist Not Given Not Given, CA 99999 Not Given (999) 999-9999
2311	Facebook 1601 S California Ave Palo Alto, CA 94304 Job Coordinator (650) 543-4800				

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program	Dan Seeman	06/01/2016 - 05/31/2017	In 2015, Hubbard Radio launched the NextGen Leadership Program. The Program's goal is to identify, reward and develop future leaders of the company. Employees are first nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers selected up to two participants per market. Bemidji's Operations Manager was selected for the 2016-2017 program.	
Student Mentorship Program	Diane Ohl	09/01/2016 - 05/31/2017	The employment unit participated in a mentorship program with Rural MN CEP. The program provided hands on learning opportunities and mentorship to a local high school student interested in a career in audio and video recording/editing.	
Station Tours	Various	12/01/2016 - 11/30/2017	Employees offered station tours to a variety of groups in which they learned about our stations and the radio broadcasting industry. Groups that toured include Bagley Cub Scout Group, Red Lake Middle School Group, and Solway 2nd Grade Group	
Leech Lake Reservation Job Fair	Faron Jackson Sr.	02/10/2017 - 02/10/2017	The Operations Manager for the employment unit attended the Leech Lake Reservation Job Fair and answered questions about careers in radio broadcasting.	

St Cloud Technical and Community College Job Fair	Jacqueline Bauer	03/28/2017 - 03/28/2017	The Regional Controller for the employment unit attended the job fair and spoke with students about current openings and careers in radio.
Midwest Journalism Conference Career Fair	Christine Diers	04/01/2017 - 04/01/2017	The Regional Controller for the employment unit attended the career fair and spoke to attendees about current openings and careers in broadcasting.
Brainerd Community Job Fair	Johanna Dziengel	04/05/2017 - 04/05/2017	The Regional Controller for the employment unit attended the job fair and spoke to attendees about careers in radio.
Bemidji Chamber Job Fair	Lori Paris, Chamber President	04/06/2017 - 04/06/2017	The General Manager and Sales Manager of the employment unit attended the Bemidji Chamber Job Fair. They distributed information about jobs in broadcasting and answered questions about working in radio.
Hubbard Radio NextGen Leadership Program	Dan Seeman	06/01/2017 - 05/31/2018	Hubbard Radio launched the NextGen Leadership Program in 2015. The Program's goal is to identify, reward and develop future leaders of the company. Employees are first nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers selected up to two participants per market. Bemidji's Regional Controller was selected for the 2017-2018 program.
News Internship	Todd Haugen	06/01/2017 - 08/10/2017	The employment unit hosted an intern for the summer in the news department. The intern learned about news gathering and reporting and other aspects of the programming department.
EEO Training Webinar	Lauren Lynch Flick	10/18/2017 - 10/18/2017	The Regional Controller for the employment unit attended FCC EEO Training presented by Pillsbury Law.
School Class Visit	Sarah Schmidt - Schoolcraft Teacher	11/29/2017 - 11/29/2017	Discussed "Fake News" with students and how to identify it. Discussed what working in radio is like. Discussed media and journalism ethics and how to vet sources.