

FCC EEO Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KSTP-AM	Radio	St Paul, MN	35641
For the reporting period: 12/01/08 to 11/30/09			

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups		Source for Person Hired
Account Manager	09/02/2009	Internal,National,P	Except for: 452 458 487 1210 1436	349
Radio On-Air Personality	03/30/2009	Internal,National,P	Except for: 389	773
Radio On-Air Personality	03/30/2009	Internal,National,P	Except for: 389	773
Radio Show Producer	01/29/2009	Internal,National,P	Except for: 389 452 487 1210	369

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
349	2	369	1	773	4	1184	1

List of Recruitment Sources that requested postings

164 299 582 853 1147 1160 1161 1162 1173 1193 1208 1210 1224 1225 1226 1227 1231 1268 1275

Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 546 555 843 865 893 905 911 912 913 1213 1270 05/26/09: 1270 ACTIVE 03/17/09: 1270 INACTIVE
National	Current: 253 254 255 452 487 608 644 651 657
P=Professional	Current: 140 157 159 164 187 203 208 209 235 303 309 339 349 359 379 389 390 399 426 433 439 456 458 465 495 503 509 577 582 587 610 625 633 640 699 721 737 753 763 773 836 838 840 841 853 856 858 859 863 872 873 875 876 878 887 888 1147 1160 1161 1162 1173 1184 1185 1187 1188 1189 1193 1208 1210 1224 1225 1226 1227 1231 1268 1275 1294 1295 1436 10/09/09: 140 ADDED 09/23/09: 458 ADDED 1436 ADDED 04/16/09: 389 ACTIVE 02/09/09: 389 INACTIVE 01/05/09: 884 INACTIVE
Paid	Current: 189 212 399 401 427 448 468 486 510 646 654 709 785 832 921 922 1437 11/03/09: 1437 ADDED
S=Support	Current: 140 141 142 157 164 175 187 201 203 207 208 209 211 223 238 240 252 299 303 309 339 349 359 379 389 390 399 406 426 433 439 456 458 462 465 495 514 515 522 577 582 587 602 604 605 607 610 612 615 625 629 631 633 634 640 650 665 699 721 728 733 737 753 763 773 787 788 794 805 819 820 838 840 853 856 858 863 866 872 873 875 876 878 887 888 1147 1173 1184 1185 1187 1188 1189 1208 1226 1294 1295 1436 1438 11/04/09: 1438 ADDED 09/23/09: 1436 ADDED 04/16/09: 389 ACTIVE 02/09/09: 389 INACTIVE 01/05/09: 884 INACTIVE
T=Technical	Current: 164 187 203 208 303 309 310 339 349 359 379 389 390 399 433 456 465 495 503 509 577 582 587 610 625 633 634 640 699 737 753 763 773 838 840 853 856 863 876 878 887 888 1147 1184 1185 1187 1188 1189 1208 1295 04/16/09: 389 ACTIVE 02/09/09: 389 INACTIVE 01/05/09: 884 INACTIVE

Recruitment Sources

ID	Source	ID	Source	ID	Source
140	Art Institute International Minnesota 15 S 9th St Minneapolis, MN 55402 Jon Gruenwald (612) 656-6851	141	American Indian Occupational Industrial Ctr 1845 E Franklin Ave Minneapolis, MN 55404 Don Clark (612) 341-3358	142	American Indian Community Advocates 350 S 4th St #239 Minneapolis, MN 55415 Bill Carter (612) 673-3028
157	Augsburg College 2211 Riverside Ave S Minneapolis, MN 55454 Sandy Tilton (612) 330-1472	159	602 Communications 3339 E Wickieup Ln Phoenix, AZ 85050 Graeme Newell (602) 485-4412	164	Asian American Journalists Association-MN 425 Portland Ave S Minneapolis, MN 55488 Nancy Yang (651) 208-2535
175	Anoka Technical College	187	American Women in Radio and Television-MN	189	Broadcasting & Cable - Multichannel News

	1355 W Highway 10 Anoka, MN 55303 Kathy Simmons (763) 576-4783	11830 28th Ave N Plymouth, MN 55441 Catherine Flaherty (763) 550-1102	255 Wyman Street Waltham, MD 02451 Jonathan Kemp (781) 734-8441
201	Center for Asians and Pacific Islanders 3702 E Lake St #200 Minneapolis, MN 55406 Sean Watkins (612) 588-3592	203 Brown College 1440 Northland Dr Mendota Hts, MN 55120 Karol Baumeister (651) 905-3499	207 Council on Asian-Pacific Minnesotans 658 Cedar St #160 St Paul, MN 55155 Jovita Bjoraker (651) 296-0538
208	Carleton College 1 N College St Northfield, MN 55057 Sue Bovbjerg (507) 646-4293	209 Career Solutions 1295 Bandana Blvd N #110 St Paul, MN 55108 Yvette Oldendorf (651) 647-9961	211 Council on Black Minnesotans 2233 University Ave #426 St Paul, MN 55114 Lestar Collins (651) 642-0811
212	Careerbuilder Online 9801 Dupont Ave S #300 Minneapolis, MN 55431 Kristy Nordeen (952) 703-2515	223 O' Hara & Associates 500 Village Center Dr #200 North Oaks, MN 55127 Jessica Ayub (651) 483-5506	235 Connecticut School of Broadcasting 2170 Crystal Plaza Arcade #38 Arlington, VA 22202 David Churchwell (703) 415-7600
238	Duluth Business University 4724 Mike Colalillo Dr Duluth, MN 55807 Wendy Bergfalk (218) 740-4365	240 Dakota County Technical College 1300 145th St E Rosemont, MN 55068 Ramie Chackan (651) 423-8450	252 Employment Action Center 6715 Minnetonka Blvd #212 St Louis Park, MN 55426 Betty Young (612) 752-8400
253	Emma L Bowen Foundation-CA 4024 Radford Ave #300 Studio City, CA 91604 Norma P Pichardo (818) 655-5708	254 Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494	255 Emma L Bowen Foundation-NY 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545
299	HIRED 1200 Plymouth Ave N Minneapolis, MN 55411 Shelly Kimper (612) 287-1381	303 Howard University - Career Services 525 Bryant St NW (Rms 202-203) Washington, DC 20059 Joan M. Browne, PH.D. (202) 806-7513	307 KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555
309	U of MN Multicultural Center for Academic Excellence 320 16th Ave SE 178 Klaeber Ct Minneapolis, MN 55455 Cynthia Armijo (612) 625-6013	310 U of MN-Institute of Technology 50 Lind Hall, 207 Church St SE Minneapolis, MN 55455 Michele Rockne-Semkow (612) 624-4090	339 Community Organization-General
349	Employee-Current	359 Employee-Former	369 Internal Applicant
379	Job Fair	389 Job Book-Front Desk 3415 University Ave St Paul, MN 55114 Sharon Hartho (651) 642-4311	390 Jobline
399	Publication General None, MN None None (000) 000-0000	401 Recruiter	402 WDIO-TV 10 Observation Rd Duluth, MN 55811 Peggy Scandin (218) 727-6864
406	Workforce Investment Act 1530 Franklin Ave E Minneapolis, MN 55404 Kelly Firesteel (612) 879-1795	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
426	Women Venture 2324 University Ave W St Paul, MN 55114 Stephanie Stuart (651) 251-0720	427 Working Online 9801 Dupont Ave S #300 Minneapolis, MN 55431 Kristy Nordeen (952) 703-2515	433 Winona State University PO Box 5838 Winona, MN 55987 Jill Bradley (507) 457-5340
439	Ridgewater College-Hutchinson 2 Century Ave SE Hutchinson, MN 55350 Joyce Matthews (320) 234-8502	448 Radio Television News Directors Association 1600 K St NW #700 Washington, DC 200362838 Sharon Hammon (202) 467-5258	452 Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000
456	St Cloud Technical College 1500 Cooper Avenue South St Cloud, MN 56303 Kath (320) 308-5926	458 Southeast Asian Community Council 1827 44th Ave N Minneapolis, MN 55412 Doua Lee (612) 521-4859	462 St Cloud State University-Student Employment Svcs 720 4th Ave S, Suite 215K St Cloud, MN 56301 Natasha Ashfeld (320) 308-3756
465	St Cloud State University-Multicultural Student Svcs MASC, EB 121, St Cloud State University, 720 4th Ave S St Cloud, MN 56301 Fred Walker (320) 308-3976	468 TVSpy/Shoptalk 150 W 57th St, 5th Floor New York, NY 10011 Stephen Warley (212) 366-4212	486 Star Tribune 425 Portland Ave Minneapolis, MN 55488 Melanie Horner (952) 703-2512
487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	495 University of St Thomas-Multicultural Student Svcs 2115 Summit Ave Mail #5006 St Paul, MN 55105 Alice Grider (651) 962-6460	503 TV Jobs/AM&FMJobs PO Box 4116 Oceanside, CA 920524116 Mark C Holloway (800) 374-0119
509	TVNewz Coastal News Network, 23 Kennedy Dr Cranston, RI 02920 Betty Jo Cugini (401) 455-9114	510 Television Week 6500 Wilshire Blvd #2300 Los Angeles, CA 90048 Eric Chasko (323) 370-2415	514 Urban League-St Paul 401 Selby Ave St Paul, MN 55102 Robert McClain (651) 328-8100
515	Upper Midwest American Indian Ctr 1035 W Broadway	522 Urban League-Minneapolis 2100 Plymouth Ave N	546 KSAX-TV 415 Filmore St

	Minneapolis, MN 55411 Jennifer Yellowhammer (612) 522-4436	Minneapolis, MN 55411 Stephen Robinson (612) 302-3100	Alexandria, MN 56308 Melissa Matthews (320) 763-5729
555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301	577 UW-La Crosse Career Services 2nd floor Wilder Hall, 1725 State St La Crosse, WI 54601 Karolyn Bald (608) 785-8514	582 U of Wisconsin-Eau Claire 105 Garfield Ave, Dept of Communication and Journalism HHH 152 Eau Claire, WI 54701 Judy Gatlin (715) 836-2528
587	U of Wisconsin-River Falls 410 S 3rd St River Falls, WI 54022 Joan Kratt (715) 425-3169	602 Mille Lacs Band Urban Office 1433 E Franklin #7C Minneapolis, MN 55404 Barbara Benjamin-Robertson (612) 872-1424	604 Minneapolis Business College 1711 W County Rd B Roseville, MN 55113 Suzanne Erickson (651) 604-4119
605	Minneapolis College of Art & Design 2501 Stevens Ave Minneapolis, MN 55404 Phyllis Ware (612) 874-3721	607 Mpls Community & Tech College-Multicultural Student Svcs 1501 Hennepin Ave Minneapolis, MN 55403 Renee Beaulieu-Banks (612) 659-6743	608 Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200
610	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123	612 Minnesota Indian Women's Resource Ctr 3000 15th Ave S Minneapolis, MN 55404 Receptionist (612) 728-2000	615 Minnesota Women's Consortium 550 Rice St St Paul, MN 55103 Lorraine Hart (651) 228-0338
625	Minnesota Works.net 332 Minnesota St #E200 St Paul, MN 55101 Linda (651) 296-8400	629 Minnesota School of Business 1401 W 76th St #500 Richfield, MN 55423 Sarah Shore (612) 798-3746	631 Minnesota West Community & Technical College 401 West St, PO Box 269 Jackson, MN 56143 Deb Buschena (507) 847-7920
633	NAACP Minneapolis 310 E 38th St #136 Minneapolis, MN 55409 Duane Reed (612) 822-8205	634 Mitchell Technical Institute 821 N Capital Mitchell, SD 57301 Janet Greenway (605) 995-3025	640 NAACP St Paul 586 W Central Ave St Paul, MN 55103 Nathaniel Khaliq (651) 227-5199
644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498	646 National Association of Black Journalists 8701 Adelphi Rd Adelphi, MD 20783 Calvin Gilreath (703) 964-2765	650 Normandale Community College 9700 France Ave S Bloomington, MN 55431 Ken Bursaw (952) 487-7041
651	National Association of Hispanic Journalists PO Box 226722 Washington, DC 20045 Marco Botero (202) 662-7145	654 National Academy of Television Arts & Sciences 111 W 57th St #600 New York, NY 10019 Bob Behrens (212) 586-8424	657 National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
665	Northland College Mass Communication Program 1101 Hwy 1 E Thief River Falls, MN 56701 Mark Johnson (218) 681-0783	699 Business Organization-General	709 Consulting Firm
721	The Leadership Institute 1101 N Highland St Arlington, VA 22201 Denise Chaykun (800) 827-2726	728 Loring-Nicollet Community Center 1925 Nicollet Ave S Minneapolis, MN 55403 John Middleton (612) 872-3618	733 Lower Sioux Indian Community PO Box 308 Morton, MN 56270 Faye Zaske (507) 697-6185
737	Macalester College 1600 Grand Ave St Paul, MN 55105 Linda Schindler (651) 696-6384	753 Self Inquiry	763 Website
773	Word of Mouth	785 Pioneer Press Newspaper 345 Cedar Ave St Paul, MN 55101 Rebecca Gish (952) 703-2512	787 Ramsey Action Partnership of Ramsey & Washington Counties 450 N Syndicate St St Paul, MN 55104 Mardell Christie (651) 645-6445
788	Rasmussen Business College-Eagan 3500 Federal Dr Eagan, MN 55016 Tina Thompson (651) 259-8120	794 Rasmussen College 7905 Golden Triangle Drive, Suite 100 Eden Prairie, MN 55344 Meghana Shroff (952) 545-2000	805 Hennepin Technical College-Eden Prairie/Brooklyn Park 9200 Flying Cloud Dr Eden Prairie, MN 55347 Cheryl Benkofske (763) 488-2411
819	Indian Health Board 1315 E 24th St, #2 Minneapolis, MN 55404 Norine Smith (612) 721-9800	820 Inver Hills Community College 2500 E 80th Inver Grove Hts, MN 55076 Amanda Jaworski (651) 552-3301	832 Journalismnext.com 1804 W Abingdon Dr #202 Alexandria, VA 22314 Eric Wee (703) 739-0408
836	Job Post-All MN State Universities	838 Bethel University 3900 Bethel Dr #CC322 St Paul, MN 55112 Pam Roach (651) 635-2470	840 Concordia College Career Center 901 8th St S Moorhead, MN 56562 Jay Thoreson (218) 299-3020
841	St Olaf College 1520 St Olaf Ave Northfield, MN 55057 Andrea Kubinski (507) 786-3268	843 KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	853 Concordia University-St Paul 275 N Syndicate St St Paul, MN 551045494 Janine Papenfuss (651) 603-6241
856	Hamline University - Career Development Center 1536 Hewitt Ave MS-B1802	858 Metropolitan State University (Twin Cities) 700 E 7th St St Paul, MN 55106	859 Minnesota State University-Mankato 209 Wigley Administration Center Mankato, MN 56001

	St Paul, MN 55104 Terry Middendorf (651) 523-2302		Carol Lowe (651) 793-1529		Brenda Garbers (507) 389-6061
863	U of MN-Crookston Sargeant Student Center, Suite 245, 2900 University Ave Crookston, MN 56716 Don R. Cavalin (218) 281-8585	865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666	866	Northwestern College 3003 Snelling Ave N St Paul, MN 55113 Linda Ashworth (651) 631-5109
872	College of St Benedict/St John's 37 College Ave S, Career Services St Joseph, MN 56374 Jackie Miller (320) 363-5707	873	College of St Catherine F26 2004 Randolph Ave St Paul, MN 55105 Kathy Czech (651) 690-8891	875	St Mary's University 700 Terrace Hts #6 Winona, MN 55987 Jackie Baker (507) 457-6695
876	University of St Thomas 2115 Summit Ave #5020 St Paul, MN 55105 Pa Nhia Lee (651) 962-6761	878	Southwest Minnesota State University-Career Svc 1501 State St BA 156 Marshall, MN 56258 Linda Kruse (507) 537-6221	884	U of MN-College of Liberal Arts Career & Community Learning Center 135 Johnston Hall 101 Pleasant St SE Minneapolis, MN 55455 Beth Lory (612) 624-7577
887	U of MN-Carlson School of Management 321 19th Ave S, Suite 1-110 Minneapolis, MN 55455 Penny Farah (612) 626-9468	888	U of MN-Morris-Career Center 201 Behmler Hall, 600 E 4th St Morris, MN 56267 Irene Maloney (320) 589-6065	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Lori Lung (505) 243-4411
905	KOBR-TV 124 E 4th St Roswell, NM 88201 Nora Nieto (505) 625-8888	911	KSTP-AM 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	WFMP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	921	Radio Ink - Streamline Publishing 224 Datura St #1015 West Palm Beach, FL 33401 Eric Rhoades (561) 655-8778	922	Media Head Hunters/Radio Business Report 6208-B Old Franconia Rd Alexandria, VA 22310 Cathy Carnegie (703) 719-9500
1147	Lynn University 3601 N Military Trail 3rd floor Boca Raton, FL 33431 Robert Trainor (561) 237-7305	1160	University of Miami School of Communication 5100 Brunson Drive Coral Gables, FL 33124 Luis Herrera (305) 284-5234	1161	Louisiana State University Manship School of Mass Communication 221 Journalism Building Baton Rouge, LA 70803 Helen Taylor (225) 578-7381
1162	Wayne State University Journalism Institute for Minorities 191 Manoogian Hall Detroit, MI 48202 Alicia Nails (313) 577-6304	1173	Howard University - John H Johnson School of Comm 525 Bryant St NW Washington, DC 20059 Carol Dudley (202) 806-5806	1184	KSTP.com 3415 University Avenue St. Paul, MN 55114 Sarah Hall (651) 642-4374
1185	KSTC45.com 3415 University Avenue St Paul, MN 55114 Sarah Hall (651) 523-7381	1187	KS95.com 3415 University Ave St Paul, MN 55114 Tom O'Connor (651) 632-6615	1188	AM1500.com 3415 University Ave St. Paul, MN 55114 Tom O'Connor (651) 632-6638
1189	FM107.fm 3415 University Ave St Paul, MN 55114 Tom O'Connor (651) 632-6638	1193	Goods Entertainment PO Box 1266 Weston, CT 06883 Adam Goodman (800) 867-9532	1208	Brown College 1440 Northland Dr Mendota Hts, MN 55120 Amber Luckie-Parks (651) 905-3400
1210	Bemidji State University Mass Communications 1500 Birchmont Drive NE Bemidji, MN 56601 Louise Mengelkoch (218) 755-3358	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliams (727) 535-6776	1224	Central Michigan University, School of Broadcasting and Cinematic Arts 340 Moore Hall CMU Mount Pleasant, MI 48859 Dr. Peter B. Orlik (989) 774-3851
1225	Temple University Public Radio 1509 Cecil B Moore Ave 063-00 Philadelphia, PA 19121 Tobias Q. Poole (215) 204-8405	1226	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Cleveland, OH 44125 Gary James (216) 447-9117	1227	Collective Talent 1721 Richardson Pl Tampa, FL 33606 Michael Billie (813) 254-9695
1231	City University of New York, Graduate School of Journalism 219 West 40th Street New York, NY 10018 Ellen Walterscheid (646) 758-7732	1268	Columbia University Graduate School of Journalism 2950 Broadway, 207 Journalism New York, NY 10027 Julie Hartenstein (212) 854-4422	1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Jasmine DelCampo (505) 212-8800
1275	University of South Dakota 555 N Dakota St STE 205C Vermillion, SD 57069 Michelle Van Maanen (605) 677-5478	1294	University of Minnesota 200 Donhowe Building, 319 15th Avenue SE Minneapolis, MN 55455 Goldpass Admin (612) 625-2000	1295	RBR-TVBR Classifieds PO Box 6633 Woodbridge, VA 22195 N/A (703) 490-3099
1436	Minnesota School of Business 3680 Pheasant Ridge Drive Northeast Blaine, MN 55449 Eric Slette (763) 225-8000	1437	TCHRA 14985 Glazier Avenue Suite 550 Apple Valley, MN 55124 NA (952) 432-7755	1438	Minnesota School of Business 1401 West 76th Street Richfield, MN 55423 Sara Shore (612) 798-3757

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
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AM1500 Fall 2008 Programming Internship	Brad Lane, Director of Creative Services/APD	09/19/2008 - 12/19/2008	AM1500 offered an internship in the Programming Department. The selected intern worked with the evening drive talk show personnel operating the board, screening calls and assisting with show development.	The student selected for the fall internship attended the University of Minnesota and received credit for the internship.
Brown College December 2008 Career Fair	Karol Baumeister, Career Services	12/10/2008 - 12/10/2008	AM1500, as well as other HBI radio and television stations, participated in the December Brown College Career Fair distributing information about career opportunities at the station .	
2009 NABEF/RTNDA Career Fair	Rumana Sultana, Project Coordinator	04/22/2009 - 04/22/2009	KSTP-AM management participated in the NABEF/RTNDA Career Fair on Wednesday, April 22, 2009 in Las Vegas, NV. Information about the station and other HBI radio and television stations was distributed to participants.	
Twins Sports Internship/Career Fair	Holly Corbin, Human Resource Generalist	09/15/2009 - 09/15/2009	KSTP-AM participated in the 5th Annual Twins Sports Internship/Career Fair on September 15, 2009 at the Metrodome. Approximately 500 individuals attended the Internship/Career Fair in search of jobs in sports and/or internship. Management passed out station contact information and internship applications and spoke with many career fair participants about jobs in broadcasting.	
Brown College September 2009 Career Fair	Karol Baumeister, Career Services	09/17/2009 - 09/17/2009	AM1500, as well as other HBI radio stations, participated in the Brown College Career Fair distributing information about job opportunities at the station. Resumes and demo packages were also accepted.	