

FCC EEO Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KSAX-TV	TV	Alexandria, MN	35584

For the reporting period: 12/01/07 to 11/30/08

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
Account Executive	12/18/2007	Internal,National,P	546
Chief Engineer	09/23/2008	Internal,National,P,T Except for: 1191	452
MCO/Production Assistant	01/14/2008	Internal,National,P,Paid,T	198
Meteorologist/Weather Anchor	07/16/2008	Internal,National,P	770
Producer/Reporter	06/25/2008	Internal,National,P	366
Production Technician	12/13/2007	Internal,National,P,T	369
Reporter/Photographer/Anchor	10/01/2008	Internal,National,P	546
Sales Manager	05/06/2008	Internal,National,P,Paid Except for: 1191	356
Studio Mtce Technician	03/13/2008	Internal,National,P,Paid,T	386
Tech Director/Prod Assistant	12/13/2007	Internal,National,P,Paid Except for: 1191	369

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
198	3	356	2	366	1	369	2
386	1	402	1	452	2	505	2
546	2	770	3				

List of Recruitment Sources that requested postings

524 1167 1168 1169 1180

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
National	Current: 253 254 255 452 487 608 644 651 657
P=Professional	Current: 161 162 176 184 188 198 205 210 224 225 233 274 277 300 313 314 316 346 356 366 386 400 405 415 438 440 455 457 463 467 496 505 524 526 535 570 586 588 589 601 603 619 624 635 685 693 706 726 729 760 770 780 793 806 808 829 834 851 860 874 877 880 889 1149 1151 1167 1168 1169 1180 1191 10/24/08: 1191 ACTIVE
Paid	Current: 337 749 1178
S=Support	Current: 161 162 176 184 188 198 205 210 224 225 233 274 277 300 313 314 316 346 356 366 386 400 405 415 438 440 455 457 463 467 496 524 526 535 570 586 588 589 601 603 619 624 635 685 693 706 726 729 760 770 780 793 806 808 829 851 860 874 877 880 889 1149 1151 1191 10/24/08: 1191 ACTIVE
T=Technical	Current: 161 162 176 184 188 198 205 210 224 225 233 274 277 300 313 314 316 346 356 366 386 400 405 415 438 440 455 457 463 467 496 505 524 526 535 570 586 588 589 601 603 619 624 635 685 693 706 726 729 760 770 780 793 806 808 829 851 860 874 877 880 889 1149 1151 1168 1169 1191 10/24/08: 1191 ACTIVE

Recruitment Sources

ID	Source	ID	Source	ID	Source
161	Alexandria Technical College 1601 Jefferson St Alexandria, MN 563083799 Stephanie Anderson (320) 762-4418	162	Alexandria Area Economic Dvlpmnt Commission 115 Third Ave W Alexandria, MN 56308 Jill Johnson (320) 763-4545	176	City of Mpls/Amer Indian Advocate Office 250 S 4th St, 110 Public Service Ctr Minneapolis, MN 55415 Bill Carter (612) 673-3028
184	Augsburg College-Ctr for Svc, Work, Learning 2211 Riverside Ave S, PO Box 310 Minneapolis, MN 55454 Sandy Tilton (612) 330-1472	188	American Women in Radio and Television- MN 11830 28th Ave. N. Plymouth, MN 55441 Catherine Flaherty (763) 550-1102	198	Brown College 1440 Northland Dr Mendota Hts, MN 55120 Amber Luckie (651) 905-3465
205	Bemidji State University-Indian Student Program 1500 Birchmont Dr NE #21 Bemidji, MN 566012699 Jackie Ryder (218) 755-2032	210	Career Solutions 1295 Bandana Blvd N #110 St Paul, MN 55108 Yvette Oldendorf (651) 647-9961	224	Central Lakes College-Brainerd 501 W College Dr Brainerd, MN 56401 Joan Jenkins (218) 855-8000
225	Central Lakes College-Staples	233	Concordia College, Career Center	253	Emma L Bowen Foundation-CA

	1830 Airport Rd Staples, MN 56479 Shirley Johnson (218) 894-5100		901 8th St S Moorhead, MN 56562 Renee Krabbenhoft (218) 299-3020		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	274	Fon du Lac Tribal & Community College 2101 14th St Cloquet, MN 55720 Donna Isham (218) 879-0800
277	Fergus Falls Community College 1414 College Way Fergus Falls, MN 56537 Minority Student Affairs Coordinator (218) 739-7500	300	HIRED 1200 Plymouth Ave N Minneapolis, MN 55411 Ebony Johnson (612) 302-8508	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555
313	U of MN-School of Journalism/Mass Comm 111 Murphy Hall, 206 Church St SE Minneapolis, MN 55414 Heather Myers (612) 625-0833	314	U of MN-Morris-Minority Student Program 110 Minority Resource Ctr, 600 E 4th St Morris, MN 56267 Mike Miller (320) 589-6065	316	U of Northern Iowa GIL 242 UNI Cedar Falls, IA 50614 Kris Peterson (319) 273-6857
337	Consulting Firm	346	Community Organization-General	356	Employee-Current
366	Employee-Former	369	Internal Applicant	386	Job Fair
400	Publication	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Peggy Scandin (218) 727-6864	405	White Earth Tribal & Community College Career Services, PO Box 478 Mahnomens, MN 56557 Jean Bakka (218) 935-0417
408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745	415	Western Kentucky University Career Services Center Bowling Green, KY 42101 Dan Onitsuka (270) 745-0111	416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791
438	Riverland Community College 1900 8th Ave NW Austin, MN 55912 Annette Huffman (507) 433-0814	440	Ridgewater College PO Box 1097 Willmar, MN 56201 Ardith Ampe (320) 231-2933	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000
455	St Cloud State University College of Fine Arts 720 4th Ave S St Cloud, MN 563014498 Mark Mills (320) 308-3294	457	South Dakota State University- Journalism Dept PO Box 2235 Brookings, SD 57007 Jim Paulson (605) 688-6512	463	St Cloud State University-Mass Communication 720 4th Ave S St Cloud, MN 563014498 Gregory S Martin (320) 255-4196
467	St Cloud Technical College 1540 Northway Dr St Cloud, MN 563031240 Pat West (320) 654-5926	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	496	Sisseton-Wahpeton Community College Box 689 Sisseton, SD 57262 Jerry Schradick (605) 698-3966
505	TV Jobs PO Box 4116 Oceanside, CA 920524116 Mark C Holloway (760) 754-8177	524	U of North Dakota PO Box 9014 Grand Forks, ND 58202 Marc Mack (701) 777-4103	526	Urban League-Minneapolis 1120 Morgan Ave N Minneapolis, MN 55411 Roosevelt Pargo (612) 522-0323
535	U of MN-Journalism & Communications 1794 Sargent Ave St Paul, MN 55105 Melody Gilbert (651) 699-5250	546	KSAX-TV 415 Filmore St Alexandria, MN 56308 Melissa Matthews (320) 763-5729	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
570	University of Sioux Falls 1101 W 22nd St Sioux Falls, SD 571051699 Mark Patterson (605) 331-6740	586	U of Wisconsin-Madison 5134 Vilas Hall, 821 University Ave Madison, WI 53706 Erica Salkin (608) 263-4858	588	U of Wisconsin-River Falls 410 S 3rd St River Falls, WI 54022 Joan Kratt (715) 425-3169
589	U of Wisconsin-Superior 1800 Grand Ave Superior, WI 54880 Mary Harris (715) 394-8308	601	Mille Lacs Band of Ojibwe Tribal Gov't Office, HCR 67 PO Box 194 Onamia, MN 563594181 Danielle Smith (320) 532-4181	603	Macalester College 1600 Grand Ave St Paul, MN 55105 Linda Schindler (651) 696-6384
608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200	619	Minnesota Broadcasters Association 3033 Excelsior Blvd #301 Minneapolis, MN 55416 Sarah Nelson (612) 926-8123	624	Minnesota Dept of Economic Security 390 N Robert St St Paul, MN 55101 Susan Shafer (651) 296-8400
635	NAACP Minneapolis 310 E 38th St #136 Minneapolis, MN 55409 Albert Gallmon Jr (612) 822-8205	644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498	651	National Association of Hispanic Journalists PO Box 226722 Washington, DC 20045 Marco Botero (202) 662-7145
657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	685	NW Technical College-Bemidji 905 Grant Ave Bemidji, MN 56601 Patti Nyland (218) 744-4270	693	NW Technical College-Moorhead 1900 28th Ave S Moorhead, MN 56560 rhonda bahls (800) 247-5603
706	Business Organization-General	726	Leech Lake Tribal College PO Box 180 Cass Lake, MN 56633 Nicole Powers (218) 335-4225	729	Lake Superior College 2101 Trinity Rd Duluth, MN 558113399 Betsy Jacobsen (218) 733-7618
749	Recruiter	760	Self Inquiry	770	Website
780	Word of Mouth	793	Ridgewater College 2101 15th Ave NW, PO Box 1097 Willmar, MN 56201 Ardith Ampe (320) 231-2933	806	Hennepin Technical College-Eden Prairie/Brooklyn Park 9000 Brooklyn Blvd Brooklyn Park, MN 55445 Cheryl Benkofske (763) 488-2411
808	ProductionHUB.com 801 W Fairbanks Ave	829	Iowa State University-Plcmt Office 0210 Beardshard Hall	834	Job Post-All MN State Universities

	Winter Park, FL 32789 Classifieds (877) 629-4122		Ames, IA 50011 Ann Wessman (515) 294-5627		
843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	851	Bemidji State University-Career Svcs 1500 Birchmont Dr NE Box 18 Bemidji, MN 566012699 Margie Giauque (218) 755-2038	860	Minnesota State University-Mankato 209 Wigley Administration Ctr #WA 209 Mankato, MN 56001 electronically posted (507) 389-6061
865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666	874	College of St Catherine 2004 Randolph Ave St Paul, MN 55105 Tina Wagner (651) 690-8890	877	University of St Thomas-Career Resource Ctr PO Box 5020, 2115 Summit Ave St Paul, MN 55105 Ginny Nelson (651) 962-6761
880	Southwest State University-Career Svcs 1501 State St BA 156 Marshall, MN 56258 Linda Kruse (507) 537-6221	889	U of MN-Morris-Career Svcs 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	1149	Sisseton Wahpeton Community College Box 689 Sisseton, SD 57262 R Schradick (605) 698-3966	1151	Secretary 414 E. Clark Vermillion, SD 57069 SEcretary (605) 677-5307
1167	Louisiana State University Manship School of Communication 221 Jounalism Bldg Baton Rouge, AL 70803 Craig M Freeman (225) 578-7381	1168	University of Miami School of Communication 5100 Brunson Dr Coral Gables, FL 33124 Luis Herrera (305) 284-2474	1169	Wayne State University Journalism Institute for Miniorities 191 Manoogian Hall Detroit, MI 48202 Alicia Nails (313) 577-6304
1178	Alexandria Newspaper 7th and Hawthorne St Alexandria, MN 56308 Jodi Hanson (320) 763-3131	1180	Society of Professional Journalists 720 4th Ave S -SH14 St Cloud, MN 56301 Drew Sandholm (320) 308-4967	1191	KSAX-TV Website 415 Fillmore Street Alexandria, MN 56308 Melissa Mathews (320) 763-5729
1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776	1270	ReelZChannel 1201 W 5th St #T900 Los Angeles, CA 90017 Vanessa Dominguez (213) 443-2469		

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Listing of Upper Level Openings	KSAX-TV Human Resources	12/01/2007 - 11/30/2008	KSAX-TV sent job vacancy announcements for the openings of Sales Manager and Chief Engineer to recruitment sources of media trade groups, whose membership includes substantial participation of women and minorities. The sources include the Emma L Bowen Foundation, National Association of Hispanic Journalists, National Hispanic Media Coalition, and Wayne State University Journalism Institute for Minorities.	
School Visits	KSAX-TV	12/01/2007 - 11/30/2008	KSAX-TV staff regularly speak with students in elementary schools and high schools about their jobs and careers in broadcasting.	Schools visited include: Garfield Elementary School, Kingdon Kids, and Long Prairie Elementary.
Station Tours	KSAX-TV	12/01/2007 - 11/30/2008	Station tours are conducted on a regular basis for schools and community groups interested in learning about the television industry and careers in broadcasting. Tour participants speak with anchor/reporters, the meteorologist, production staff and management about television news and what it takes to work in the industry. They also have the opportunity to see what happens behind the scenes.	Schools and community groups that participated in station tours include: Starbuck Elementary School; Osakis Girl Scout Troop 549; St. Cloud Diocese; Sebeka Elementary School; & BBE.
Albany High School Career Day	Bruce Abraham	12/13/2007 - 12/13/2007	A KSAX Anchor/Reporter spoke to a group of students from Albany High School who were interested in learning about a career in broadcasting. The students asked many questions about education, training, and daily routine of the Anchor/Reporter.	
Community Resource/Volunteer Program	Ruth Turner - District Volunteer, Coordinator - Alexandria Public Schools	12/14/2007 - 12/14/2007	KSAX-TV's Meteorologist participated on a career panel at Discovery Middle School in Alexandria. He described to the classes his role at KSAX-TV and spoke about what he does on a typical day. He also talked about the type of education one would need in order to work in broadcasting.	
Job Shadow	Sarah Casello	01/01/2008 - 02/29/2008	The station hosted a job shadow for a senior majoring in Meteorology at St. Cloud State University. The student came every Friday afternoon in January and February and learned to produce the weather graphics that are used on the air during the evening newscast. She also learned how he put together the forecasts.	
Kiwanis Club-	Arlan Johnson ~	02/04/2008	KSAX-TV's Meteorologist spoke with the Alexandria Chapter	

Alexandria	Kiwanis Member	- 02/04/2008	of the Kiwanis Club. He spoke about growing up in Alexandria and always wanting to be a Meteorologist. He shared his educational and professional experience and his daily job responsibilities at the station, then answered questions from the audience.	
Greater Alexandria Area Job Fair	Patrick Kalina, Job Fair Committee Co - Chairperson	02/06/2008 - 02/06/2008	KSAX-TV's station management participated in the Greater Alexandria Job Fair. Managers answered questions about KSAX-TV and jobs in broadcasting. They also distributed information about the Minnesota Broadcasters Association and KSAX-TV.	One job fair attendee was hired for a position at the station.
Midwest Journalism Conference Job Fair 2008	Teresa Vickery, NATAS, Upper Midwest	03/28/2008 - 03/28/2008	KSAX-TV's Station Manager participated in the Midwest Journalism Conference Job Fair on March 28, 2008. He greeted job fair participants and shared information about jobs and internships in broadcasting. Job openings and contact information for all HBI stations were distributed.	
2008 NABEF/RTNDA Career Fair	Karen Hunter	04/16/2008 - 04/16/2008	KSAX-TV's Station Manager participated in the NABEF/RTNDA Career Fair on Wednesday, April 16, 2008 in Las Vegas, NV. Information about the station and other HBI radio and television stations was distributed to participants.	
UNITY 08: Journalists of Color	Allison DeSevo, Consultant	07/23/2008 - 07/26/2008	KSAX-TV's Station Manager participated in the UNITY 08: Journalists of Color Career Expo in Chicago, IL from July 23-26, 2008. Approximately 8,000 people registered for UNITY and several hundred individuals stopped by the HBI booth. Contact information for HBI stations, including KSAX-TV, was distributed. The Station Manager answered questions about careers in broadcasting, critiqued resume DVDs, and collected resumes and DVDs for employment consideration at KSAX-TV and other HBI stations.	UNITY is the largest gathering of journalist of color and includes the Asian American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists, and the Native American Journalists Association. KSAX-TV participated with other HBI stations at the Career Expo.