

KARE
EEO PUBLIC FILE REPORT
November 21, 2014 - November 20, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Weekend Multimedia Meteorologist - KARE	1-6, 8-14, 16, 18, 21-24, 26, 33-35, 37-49, 54-58, 60-62, 65-67, 69	48
Multimedia Reporter - KARE	1-6, 8-14, 16, 18, 21-24, 26, 33-35, 37-49, 54-58, 60-62, 65-67, 69	69
Multimedia Reporter - KARE	1-6, 8-14, 16, 18, 21-24, 26, 33-35, 37-49, 54-58, 60-62, 65-67, 69	69
Multimedia Anchor - KARE	1-14, 16-18, 21-24, 26, 33-35, 37-50, 54-58, 60-62, 65-67, 69	48
Digital Account Executive - KARE	1-6, 8-14, 16-18, 21-24, 26, 33-47, 49, 54-58, 60-62, 65-67, 69	8
Multi Media Photojournalist - KARE	1-4, 6, 8-14, 16-19, 21-24, 26, 29, 33-35, 37-49, 51, 54-58, 60-62, 64-69	48
Multi Media Photojournalist - KARE	1-4, 6, 8-14, 16-19, 21-24, 26, 29, 33-35, 37-49, 51, 54-58, 60-62, 64-69	48
Multi Media Photojournalist - KARE	1-4, 6, 8-14, 16-19, 21-24, 26, 29, 33-35, 37-49, 51, 54-58, 60-62, 64-69	68
National Sales Assistant - KARE	1-4, 6, 8-14, 16-18, 21-26, 31, 33-47, 49, 54-58, 60-62, 65-67, 69	69
Executive Assistant - KARE	1-4, 6, 8-14, 16, 18, 21-27, 33-35, 37-47, 49, 54-58, 60-62, 65-67, 69	25
Creative Services Producer / Editor - KARE	1-4, 6, 8-14, 16-18, 21-24, 26, 28-29, 33-35, 37-47, 49, 54-58, 60-62, 65-67, 69	17
Content Coordinator - KARE	1-4, 6, 8-14, 16-18, 21-24, 26, 33-47, 49-50, 54-58, 60-62, 65-67, 69	50
Local Sales Manager - KARE	1-4, 6, 8-16, 18, 21-24, 26, 33-35, 37-47, 49, 54-62, 65-69	68
Sales Account Manager - KARE	1-2, 4, 6, 8-14, 16, 18, 21-24, 26, 33-35, 37-49, 52, 54-58, 60-62, 65-67, 69	52
Sales Account Manager - KARE	1-2, 4, 6, 8-14, 16, 18, 21-24, 26, 33-35, 37-49, 52, 54-58, 60-62, 65-67, 69	48
Consumer Insights Strategist - KARE	1-2, 4, 6, 8-14, 16, 18, 21-26, 30, 33-49, 54-58, 60-62, 65-67, 69	30
Multimedia Journalist - Sports - KARE	1-6, 8-14, 16, 18, 21-24, 26, 33-34, 37-47, 49, 54-58, 60-62, 65-67, 69	60
Motion Graphics Artist - KARE	1-4, 6, 8-14, 16, 18, 21-26, 33-34, 37-47, 49, 54-58, 60-62, 65, 67, 69	25
Morning Executive Producer - KARE	1-4, 6, 8-14, 16-18, 21-24, 26, 33-34, 37-47, 49, 54-58, 60-62, 65, 69	17
Sales Account Executive - KARE	1-4, 6, 8-14, 16, 18, 21-24, 26, 33-34, 36-47, 49, 54-58, 60-62, 65, 69	36

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Digital Ad Operations Specialist - KARE	1-6, 8-14, 16, 18, 21-26, 33-34, 36-47, 49, 54-58, 60-62, 65, 69	25
Lead Sports Producer - KARE	1-4, 6, 8-14, 16, 18, 21-24, 26, 33-34, 37-47, 49, 54-58, 60-63, 65, 69	63
Multi Media Anchor - KARE	1-4, 6, 8-14, 16-18, 20-24, 26, 32-34, 37-47, 49, 53-58, 60-62, 65, 69	17
Multi Media Anchor - KARE	1-4, 6, 8-14, 16-18, 20-24, 26, 32-34, 37-47, 49, 53-58, 60-62, 65, 69	17
News Producer - KARE	1-4, 6, 8-14, 16, 18-19, 21-24, 26, 33, 37-47, 49, 54-58, 60-62, 65, 69	19

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ability Building Center PO Box 6938 1911 14th Street NW Rochester, Minnesota 55903 Phone : 507-281-6262 Url : www.abcinc.org Fax : 1-507-281-6270 Steven Hill	N	0
2	AccessAbility 360 Hoover Street NE Minneapolis, Minnesota 55413 Phone : 612-331-5958 Url : www.accessability.org Fax : 1-612-331-2448 Laura Hollinger	N	0
3	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathc@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
4	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url : www.aioic.org Email : donc@aioic.org Fax : 1-612-341-3766 Don Clark	N	0
5	American Women in Radio & TV A Lotz 3415 University Ave Minneapolis, Minnesota Email : alotz@awrt.org - -	N	0
6	Brown Institute 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3440 Email : tmiller@browncollege.edu Terry Miller	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Call In	N	1
8	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	1
9	Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone : 952-361-1711 Email : mrudloff@co.carver.mn.us Fax : 1-952-361-1636 Mary Rudloff	N	0
10	Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone : 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller	N	0
11	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : bchaffee@ngwmail.mn.state.us Fax : 1-763-271-3701 Barb Chaffee	N	0
12	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org --	N	0
13	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
15	Corporate Recruiter	N	1
16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
17	Employee Referral	N	11
18	Equality - Pathways to Potential 5535 Lake Sarah Heights Drive Loretto, Minnesota 55357 Phone : 763-479-3014 Url : Coming Soon Email : greghani@juno.com Greg Hani	N	0
19	Facebook post	N	7
20	Glassdoor.com Internet site Sausalito, California Glassdoor.com Glassdoor.com Manual Posting	N	0
21	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com . Email : slizik@602communications.com Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Helping Industry Resolve Employment Disabilities - HIRED 310 East 38th Street Room 101 Minneapolis, Minnesota 55409 Phone : 612.822.9235 Fax : 1-612-822-9235 Jeannette Moliflor	N	0
23	HIRED 1200 Plymouth Ave N Minneapolis, Minnesota 55411 Phone : 612.529.3342 Email : job@HIRED.org Fax : 1-612-529-7131 Lori Anderson	N	0
24	Hmong Television Email Only Mpls, Minnesota Email : mitchlee@comcast.net Mitch Lee	N	0
25	Indeed.com	N	12
26	Inroads Minneapolis/St. Paul 1600 University Ave West St. Paul, Minnesota 55104-3839 Phone : 951-644-4406 Email : info@inroads.org Collin Melvin	N	0
27	Internal Candidate	N	1
28	Internal Posting	N	1
29	Internet Ad-not directly contacted by SEU	N	2
30	Job Fair	N	1
31	Job posting on internet	N	1
32	JuJu.com juju.com New York, New York juju.com Job Search Engine Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	KARE 11 Internal Candidates Minnesota Career Service Manual Posting	N	0
34	Life-Work Planning Center 201 North Broad Street, Suite 100 Union Square Business Center Mankato, Minnesota 56001 Phone : 507-345-1577 Url : www.lwpc.org Fax : 1-507-345-1469 Susan McNamara	N	0
35	Lifeworks Services Inc. 1120 Centre Point Drive Suite 100 Mendota Heights, Minnesota 55120 Phone : 651.365.3730 Fax : 1-651-454-3174 Steve Huisken	N	0
36	Linked In	N	7
37	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
38	Minneapolis College of Art and Design 2501 Stevens Ave S Minneapolis, Minnesota 55404 Phone : 612-874-3721 Email : careers@mcad.edu Phyllis / Christine Ware / Davis	N	0
39	Minneapolis Urban League 2100 Plymouth Ave Minneapolis, Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax : 1-612-521-8513 Roosevelt Pargo	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Minnesota Broadcasters Association 3033 Excelsior Blvd #301 Mpls, Minnesota 55416 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com/careers Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
41	Minnesota WorkForce Center 205 2nd Ave NW, Suite B Roseau, Minnesota 56751 Phone : 218-463-2233 Email : Bonny.Stechmann@state.mn.us Fax : 1-218-463-1316 Bonny Stechman	N	0
42	Minnesota Workforce Center 1606 W. Third St. Red Wing, Minnesota 55066 Phone : 651-385-6480 Url : www.mnwfc.org Email : Vicky.Koehn@state.mn.us Fax : 1-651-385-6484 Vicky Koehn	N	0
43	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0
44	MN Workforce Center- St. Cloud 3333 West Division St. Midtown Square Mall, Suite 212 St. Cloud, Minnesota 56303 Phone : 320-202-6435 Email : michael.eisenstadt@state.mn.us Fax : 1-320-654-5173 Mike Eisenstadt	N	0

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45	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
46	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
47	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Career Service	N	0
48	Non-Employee Referral	N	7
49	Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax : 1-218-681-7635 Peter Lavalier	N	0
50	Other Source	N	3
51	Previous Applicant	N	1
52	Re-hire	N	1
53	Simply Hred simplyhired.com Sunnyvale, California simplyhired.com Job Search Engine Manual Posting	N	0

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54	Society of Professional Journalists Minneapolis Chapter Minneapolis, Minnesota 55414 Phone : 952-882-2471 Email : scott.theisen@gmail.com Scott Theisen	N	0
55	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
56	Southwest MN Workforce Center 129 W. Nicols Montevideo, Minnesota 56265 Phone : 320-269-5561 Url : www.mnwfc.org Fax : 1-320-269-5696 Juanita Lauritsen	N	0
57	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
58	State Services for the Blind 2200 University Ave. W. #240 St. Paul, Minnesota 55114 Phone : 651.642.0363 Url : http://www.mnssb.org Email : pam.gowan@state.mn.us Fax : 1-651-649-5927 Pam Gowan Job Placement Specialist	N	0
59	Trade Website	N	1

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60	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	5
61	University of Minnesota, School of Journalism 111 Murphy Hall, 206 Church St SE Mpls, Minnesota 55455-0418 Phone : 612-625-0120 Email : sjmcugs@umn.edu Career Service	N	0
62	University of St. Thomas, Counseling & Career Services 2115 Summit Avenue #5020 St Paul, Minnesota 55105-1096 Phone : 651-962-6767 Email : pnlee@stthomas.edu Pa Nhia Lee	N	0
63	Unknown Referral Source	N	1
64	Unsolicited	N	1
65	US Department of Veterans Affairs VA Regional Office BHW Federal Bldg 1 Federal Drive Fort Snelling, Minnesota 55111-4050 Phone : 612.970.5452 Fax : 1-612-970-5455 Candy Kriska	N	0
66	Winona State University Minnesota Phone : 507-474-7835 Email : rbanicki@winona.edu Rita Banicki	N	0
67	Women's Advocate, Inc. 584 Grand Avenue St. Paul, Minnesota 55114 Email : mbrown@wadvocates.org Mary Brown	N	0
68	Word of Mouth Referral	N	3

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69	www.kare11.com Minnesota Url : www.kare11.com Career Service Manual Posting	N	6
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/1/2014	Establishment of training programs for station personnel	December, 2014: Ball State University, Digital Media Boot Camp. April, 2015: Augsburg College, Cultural Competence and Effective Leadership. September, 2015: Metropolitan State University, Fundamentals Information, Financial Reporting. October, 2015: Ball State University, Visual Storytelling.	3	Reporter Anchor Regional Finance
2	1/16/2015	Participation in events or programs sponsored by educational institutions	Photojournalist spoke/taught five classes at Waldorf College (Mark Newcom). 1/16, 1/23, 2/13, 2/20, and 2/27. Photojournalist attended and spoke at the Northwest Video Storytelling Workshop in Seattle. 6/6/15.	1	Photojournalist

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3	1/26/2015	Participation in other activities designed by the station employment unit	<p>Station Tours:</p> <p>1/26 Scout Troop-24 participants Contact: Ann Velander, Group Leader Activities: Toured the station</p> <p>5/15 Salem Lutheran School-17 Students working on a social studies project that involved creating a newscast that highlights historical events. Contact: Jonathan Beilke, Principal Activities: Toured the station and watched KARE 11 News at 11 a.m. live</p> <p>6/1 Girl Scout Troop Contact: Elisabeth Grant, Group Leader Activities: Toured the station</p> <p>7/15 Special Ed Students at South High School-15 students Contact: Betty Aldrich, P/HD Program Activities: Toured the station</p> <p>7/28 Citizen League Group-6 Teachers/Counselors Activities: Toured the station and discussed television career options and skills necessary to enter the workforce</p> <p>8/18 Girl Scout Troop Contact: Kim Reimer, KARE Employee Activities: Toured the station</p>	1	Community Relations
4	2/9/2015	Participation in events or programs sponsored by educational institutions	<p>Guest Speaker - University of Minnesota Journalism Class (Scott Libin) 2/9/2015</p> <p>NPPA Advanced Storytelling Workshop - taught the class. 3/30/2015</p>	1	Reporter

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5	2/16/2015	Establishment of an intern program designed to assist members of the community	<p>KARE internship program offers college students active participation in a professional broadcast organization so they gain the work skills needed to later obtain employment in the broadcast industry. Internships are available in the News, Sports, Weather, Marketing/Promotion, and Production departments.</p> <p>These paid Interns are selected based on their application, relevant coursework, work experience, and references. Students earn academic credit for their participation in the program. Internships are available year-round and generally last one semester.</p> <p>During the reporting period there were 9 students in the program.</p>	1	Intern Coordinator
6	3/2/2015	Establishment of training programs for station personnel	<p>March 2, 2015: 32 Employees, including Sales Managers, AE's, Sales Assistants, and Corporate visitors attended a full day off-site BTS training in Minneapolis. This was part of the TEGNA Sales Transformation process. Also included another two days of training for the AE's and AM's.</p>	10	Sales Staff

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7	3/3/2015	Participation in events or programs sponsored by educational institutions	<p>Meteorologist - speaking about meteorology, journalism and safety.</p> <ul style="list-style-type: none"> • Weather Safety Day, June 4th at Minnewashta Elementary • School Talk, Minnetonka Middle School West. May 20th • School Talk, Minnetonka High School. May 14th • School Talk, Hope Academy. March 3rd • 9/29/15 School talk with 4th Graders at Glen Lake Elementary • 10/14/15 School Talk with 2nd Graders at Otter Creek Elementary • 10/20/15 School Talk with 4th Graders at Meadowbrook Elementary • 10/22/15 College Visit with 40 students at Iowa State University. 	1	Meteorologist
8	3/18/2015	Participation in events or programs sponsored by educational institutions	<p>Job Shadows - Elk River Spectrum High School</p> <p>Three students interested in journalism - Watched the 5am and 6am show and toured the station.</p>	1	Director
9	4/1/2015	Participation in events or programs sponsored by educational institutions	<p>Station visit - Minneapolis Community and Technical College group.</p> <p>Discussion and tour of the station. Including information on the industry and careers.</p>	4	Digital Operations Manager Reporter Director of Photography Chief Editor
10	6/4/2015	Participation in events sponsored by community groups	<p>Investigative Reporters and Editors Convention - June 4-7, 2015 - Philadelphia.</p> <p>Executive Producer attended, was a conference speaker and mentored a reporter.</p>	1	Executive Producer
11	6/8/2015	Establishment of training programs for station personnel	<p>June 8, 2015: Two Reporters attended Content Innovation meetings at Gannett in Washington, D.C.</p>	2	Reporter Reporter
12	6/15/2015	Establishment of training programs for station personnel	<p>June 15-17, 2015: Reporter and Producer attended Gannett Producers workshop in Orlando, Florida.</p>	2	Reporter Producer

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13	6/22/2015	Establishment of training programs for station personnel	June 22-26, 2015: Marketing Director Creative Services and Creative Services Manager attended Promax convention in Las Vegas. Opportunity to work directly with syndicators and others in same field. Training sessions offered daily.	2	Director of Marketing Manager Creative Services
14	7/16/2015	Establishment of training programs for station personnel	I-Opt Training - Advanced Leadership - July 16, 2015 Leadership - four strategic leadership styles. Augsburg Professor led the two hour session.	4	Regional Finance News Director Tech Ops Director Marketing Director
15	8/5/2015	Co Sponsoring Job Fair	National Association of Black Journalists (NABJ) - August 5 - 9, 2015 News Director, Assistant News Director, HR Group Director and staff attended, participated, recruited and discussed career opportunities during this five day event . Over 2000 journalists attended this event.	3	News Director Assistant News Director Group Director - HR
16	10/1/2015	Establishment of a mentoring program	Vantage Program - Minnetonka High School Three employees agreed to each mentor a senior student for a year. Meeting or communicating at least once a week.	3	Anchor Anchor/Reporter Social Media Manager
17	10/5/2015	Participation in events or programs sponsored by educational institutions	October 5, 2015 - Guest Speaker Burnsville High School Spoke to an advanced journalism class about industry. October 11, 2015 - Guest Speaker New York Mills Spoke to youth group about the tv industry and career. October 22, 2015 - Led Dream Job panel for the College Broadcasters group. Panel discussion on journalism and chasing your dreams.	1	Anchor/Reporter
18	10/11/2015	Establishment of a mentoring program	October 11-15, 2015: Marketing Director Creative Services attended Center for Creative Leadership program in San Diego, CA.	1	Director of Marketing

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19	10/21/2015	Establishment of training programs for station personnel	Training for newsroom staff on new tools of the trade by investigative reporter Brendan Keefe. Three, two hour sessions were offered.	15	Newsroom Staff
20	10/22/2015	Participation in events or programs sponsored by educational institutions	National Student Electronic Media Convention - Minneapolis - October 22, 2015. MMJ Led session on the Building blocks of Broadcast News. Included Q&A on careers and the industry.	1	MMJ
21	11/18/2015	Establishment of training programs for station personnel	Two day training - Wide Orbit Super User training.	1	Regional Accounting Specialist
22	11/18/2015	Participation in events or programs sponsored by educational institutions	November 18, 2015 - St. Cloud State University Journalism Class Spoke to class about the industry and careers.	1	Reporter