

KARE
EEO PUBLIC FILE REPORT
November 21, 2013 - November 20, 2014

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
Investigative Reporter - KARE	1-3, 5-15, 17, 20-21, 23, 27-31, 33, 40-41, 43, 46-48, 50-53, 55-57, 60, 62, 65, 71, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	21
Investigative Reporter - KARE	1-3, 5-15, 17, 20-21, 23, 27-31, 33, 40-41, 43, 46-48, 50-53, 55-57, 60, 62, 65, 71, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	65
Multi Media Photojournalist/Editor - KARE	1-15, 20-23, 25-31, 33-37, 39-43, 45-47, 49-57, 59-60, 62-63, 66, 68-69, 72, 74-79, 81-88, 90, 92-96, 98-99	21
Multi Media Journalist - KARE	1-15, 20, 22-23, 25-31, 33-35, 37, 39-43, 45-60, 62-64, 66, 68-69, 72, 74-79, 81-88, 90-96, 98-99	58
Creative Services Manager - KARE	1-15, 20, 23, 27-31, 33, 38, 40-41, 43, 46-48, 50-53, 55-57, 60, 62, 70, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	99
Multi Media Producer - KARE	1-2, 4-15, 20-21, 23, 27-31, 33, 40-41, 43, 46-48, 50-53, 55-57, 60-62, 70, 73-76, 78-79, 82, 87-88, 90, 94, 96, 99	61
Multi Media Producer - KARE	1-2, 4-15, 20-21, 23, 27-31, 33, 40-41, 43, 46-48, 50-53, 55-57, 60-62, 70, 73-76, 78-79, 82, 87-88, 90, 94, 96, 99	73
Media Sales Account Executive	1-2, 4-6, 8-16, 19-20, 23, 27-29, 31-33, 40-41, 43, 46-48, 50-53, 55-57, 60, 62, 70, 73-76, 78-79, 82, 87-88, 90, 94, 96, 99	32
Media Sales Account Executive	1-2, 4-6, 8-16, 19-20, 23, 27-29, 31-33, 40-41, 43, 46-48, 50-53, 55-57, 60, 62, 70, 73-76, 78-79, 82, 87-88, 90, 94, 96, 99	19
Digital Sales Manager - KARE	1-2, 5-6, 8-15, 18, 20-21, 23, 27-29, 31, 33, 40-41, 43-44, 46-48, 50-53, 55-57, 60, 62, 70, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	18
Sales & Promotion Coordinator	1-2, 5-6, 8-15, 20-21, 23, 27-29, 31-33, 40-41, 43, 46-48, 50-53, 55-57, 60-62, 70, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	32
Sales & Promotion Coordinator	1-2, 5-6, 8-15, 20-21, 23, 27-29, 31-33, 40-41, 43, 46-48, 50-53, 55-57, 60-62, 70, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	61

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Digital Account Executive - KARE	1-2, 4-6, 8-15, 20-21, 23, 27-29, 31, 33, 40-41, 43, 46-47, 50-53, 55-57, 60, 62, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	21
Technical Operator - KARE	1-2, 4-6, 8-15, 20, 23, 27-29, 31, 33, 40-41, 43, 46-48, 50-53, 55-57, 60, 62, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	99
Prep Sports MultiMedia Producer - KARE	1-2, 4-6, 8-15, 20-21, 23, 27-29, 31, 33, 40-41, 43, 46-47, 50-53, 55-57, 60, 62, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	21
Digital Account Executive - KARE	1-2, 4-6, 8-15, 20-21, 23, 27-29, 31, 33, 40-41, 43-44, 46-48, 50-53, 55-57, 60, 62, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	21
TV Director - KARE	1-2, 4-6, 8-15, 20-21, 23, 27-29, 31-33, 40-41, 43, 46-47, 50-53, 55-57, 60, 62, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	21
TV Director - KARE	1-2, 4-6, 8-15, 20-21, 23, 27-29, 31-33, 40-41, 43, 46-47, 50-53, 55-57, 60, 62, 74-76, 78-79, 82, 87-88, 90, 94, 96, 99	32
Multimedia Producer - KARE	1-2, 4-6, 8-15, 20, 23, 27-29, 31-33, 40-41, 43-44, 46-48, 50-53, 55-57, 60, 62, 67, 74-76, 78-80, 82, 87-88, 90, 94, 96, 99	67
Multi Media Photojournalist - KARE	1-2, 4-5, 8-15, 20-21, 23-24, 27-29, 31, 33, 40-41, 43, 46-48, 50-53, 55-57, 60, 62, 67, 74-76, 78-79, 82, 87-90, 94, 96-97, 99	67

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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 Client Training Service 802 E Fairview Ave Olivia, Minnesota 56277 Phone : 320-523-5666 Url : www.acts-ability.org Email : kborden@tds.net Fax : 1-320-523-5766 Karen Borden	N	0
4	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathe@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
5	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
6	American Women in Radio & TV A Lotz 3415 University Ave Minneapolis, Minnesota Email : alotz@awrt.org --	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	Brown College 1440 Northland Drive Mendota Heights, Minnesota Phone : 651-905-3400 Email : kbaumeister@browncollege.edu Karol Baumeister	N	0
8	Brown Institute 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3440 Email : tmiller@browncollege.edu Terry Miller	N	0
9	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	3
10	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
11	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
12	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : behaffee@ngwmail.mn.state.us Fax : 1-763-271-3701 Barb Chaffee	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
13	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org - -	N	0
14	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
15	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
16	Consultant Referral Lee Hecht Harrison Agency	N	1
17	Corporate Office	N	3
18	Corporate Recruiter Marie Fath	N	1
19	Did not indicate (Source Unknown)	N	1
20	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 : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0
21	Employee Referral	N	13
22	Employment Enterprises, Inc PO Box 303 307 NW 9th Ave Little Falls, Minnesota 56345 Phone : 320-632-9251 Url : None Email : eei@upstel.net Fax : 1-320-632-9252 Bryon Quinn	N	0

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23	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
24	Facebook post	N	4
25	Fond Du Lac Indian Reservation Human Resources 1720 Big Lake Rd Cloquet, Minnesota 55720 Phone : 218-878-2653 Url : www.fdlrez.com Email : leemain@fdlrez.com Fax : 1-218-878-2683 Lee Main	N	0
26	Goodwill Industries Vocational Enterprises 700 Garfield Ave Duluth, Minnesota 55802 Phone : 218-722-6351 Url : None Fax : 1-218-722-8108 Douglas Werber	N	0
27	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
28	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 Moliflnor	N	0

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29	Helping Industry Resolved Employment Disabilities HIRED 1200 Plymouth Ave N Minneapolis, Minnesota 55411 Phone : 612.529.3342 Fax : 1-612-529-7131 Andrea Comstock	N	0
30	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : carlose@hispaniclink.org Carlos Ericksen-Mendoza	N	0
31	Hmong Television Email Only Mpls, Minnesota Email : mitchlee@comcast.net Mitch Lee	N	0
32	Indeed.com	N	4
33	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
34	Inroads/Minneapolis-St. Paul, Inc. 2550 University Ave W Suite 435 St Paul, Minnesota 55114 Phone : 651-644-4406 Url : www.inroads.org Email : mcollins@inroads.org Fax : 1-651-649-3032 Melvin Collins	N	0
35	Intercultural Mutual Assistance Association 300 11th Avenue NW Rochester, Minnesota 55901 Phone : 507-289-5960 Url : www.imaa.net Email : imaa@imaa.net Fax : 1-507-289-6199 Ron Buzard	N	0
36	Internal Candidate	N	1

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37	Jeane Thorne Inc 901 Marquette Ave Suite 100 Minneapolis, Minnesota 55402 Phone : 612-904-2911 Url : www.jeanethorne.com Email : mfk@jeanethorne.com Fax : 1-612-904-2901 Mary Kalk	N	0
38	Job posting on internet Well Dunne Blog	N	1
39	KAPOSIA Inc 380 E. Lafayette Freeway South St Paul, Minnesota 55107 Phone : 651-224-6974 Url : http://www.kaposia.com Career Services	N	0
40	KARE 11 Internal Candidates Minnesota Career Service Manual Posting	N	1
41	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
42	Lifetrack Resources 709 University Ave W St Paul, Minnesota 55104 Phone : 651-227-8471 Url : www.lifetrackresources.org Email : leona@lifetrackresources.org Fax : 1-651-227-0621 Leon Axtman	N	0
43	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Linked In	N	3
45	Mankato Rehabilitation Center, Inc. (MRCI) 15 Map Dr. PO Box 328 Mankato, Minnesota 56002 Phone : 507-386-5600 Url : www.mnwfc.org/rehab/crp/mrciinc.htm Email : mrci@mnic.net Fax : 1-507-345-5991 William Bickett	N	0
46	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
47	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
48	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
49	Minnesota Broadcasters 3033 Excelsior Blvd. Minneapolis Minneapolis, Minnesota 55416 Phone : (612) 926-8123 Fax : (612) 926-9761 Jim Dubois	N	0

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50	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	3
51	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
52	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
53	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
54	MN Teamsters Service Bureau - Dislocated Workers Program 2829 University Ave. SE Suite 720 Minneapolis, Minnesota 55414 Phone : 612-676-3759 Url : www.mntsb.org Email : Chrisc@mntsb.org Fax : 1-612-676-3748 Christine Chelstrom	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
55	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
56	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
57	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
58	National Association of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, Maryland 20783-1716 Email : nabj@nabj.org --	N	1
59	National Federation of the Blind MN 100 East 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-9363 Url : www.blindinc.org Email : info@blindinc.org Fax : 1-612-872-9358 Shawn Mayo	N	0
60	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@nlaja.org Career Service	N	0
61	Non-Employee Referral	N	2

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62	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
63	Opportunity Services Inc. 1681 West Third Street Red Wing, Minnesota 55066 Phone : 651-578-1329 Url : www.oppserv.org Email : steves@oppserv.org Fax : 1-651-578-2873 Steve Spandl	N	0
64	Other Source Ron Schara Productions	N	1
65	Phone Inquiry Jane Helmke	N	1
66	Pine Habilitation and Supported Employment (PHASE) 106 Main, PO Box 126 Sandstone, Minnesota 55072 Phone : 320-245-2246 Url : none Email : phase@ecenet.com Fax : 1-320-245-0431 Jeannette Kester	N	0
67	Previous Applicant	N	2
68	Project SOAR of Northeastern MN, Inc. 205 W. 2nd Suite 101 Duluth, Minnesota 55802 Phone : 218-722-3126 Url : None Email : bhornung@projectsoar.org Fax : 1-218-722-4617 Becki Hornung	N	0

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69	Quality Career Services 2515 Wabash Avenue Suite LL1 St Paul, Minnesota 55114 Phone : 651-647-9322 Url : www.qualitycarrerservices.org Email : vb@qualitycarrerservices.org Fax : 1-651-647-0423 Virginia Barkheimer	N	0
70	Quality Career Services 2515 Wabash Ave St. Paul, Minnesota 55114 Phone : 651-647-9322 Fax : 1-651-647-0423 Zonia Holub	N	0
71	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 800-80-RTNDA Url : www.rtnda.org Karen Gregory	N	0
72	Ramsey Action Programs Inc 450 Syndicate Street N Suite 300 St Paul, Minnesota 55104 Phone : 651-645-6445 Url : None Email : jscheibel@ramseyactionprograms.org Fax : 1-651-645-2253 Jim Scheibel	N	0
73	Self Referral	N	2
74	Society of Professional Journalists Minneapolis Chapter Minneapolis, Minnesota 55414 Phone : 952-882-2471 Email : scott.theisen@gmail.com Scott Theisen	N	0
75	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

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76	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
77	St Cloud University 720 4th Ave S-SH 14 St Cloud St Cloud, Minnesota 56301 Phone : 320-308-4967 Email : spj@stcloudstate.edu Fax : 320-308-5167 Drew Sandholm	N	0
78	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
79	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
80	Station Website Posting (One or More SEU Stations) gannett.com	N	1
81	Summit Academy OIC 935 Olson Memorial Hwy Minneapolis, Minnesota 55455 Phone : 612-377-0150 Url : www.saoic.org Fax : 1-612-377-0156 Louis King	N	0

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82	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
83	Univ. of Dubuque Minnesota Phone : 563-589-3132 Email : dclarke@dbq.edu Fax : 563-589-3419 Deb Clarke	N	0
84	Univ. of MN - Duluth Minnesota Phone : 218-726-7985 Email : carserv@d.umn.edu Fax : 218-726-6394 Career Services	N	0
85	University of Minnesota 600 East 4th street Morris, Minnesota Phone : 320-589-6065 Email : ummcc@morris.umn.edu Irene Maloney	N	0
86	University of Minnesota Minneapolis Minneapolis, Minnesota Phone : 612-624-4361 Email : kpederson@class.cla.umn.edu Fax : 1-612-625-4832 Katherine Pederson	N	0
87	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

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88	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
89	Unsolicited	N	1
90	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
91	Vision Loss Resources 1936 Lyndale Avenue S Minneapolis, Minnesota 55403 Phone : 612-871-2222 Url : www.visionlossresources.com Email : Stevef@vlrw.org Fax : 1-612-872-0189 Steven Fischer	N	0
92	Winona ORC Industries, Inc. 1053 E. Mark Street Winona, Minnesota 55987 Phone : 507-452-1855 Url : www.worcind.org Fax : 1-507-452-1857 Bill Harris	N	0
93	Winona State University PO Box 5838 Winona Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 507-457-5516 Vicki Decker	N	0
94	Winona State University Minnesota Phone : 507-474-7835 Email : rbanicki@winona.edu Rita Banicki	N	0

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95	Women in Transition 6715 Minnetonka Blvd. Suite 212 St Louis Park, Minnesota 55426 Phone : 612-752-8444 Url : www.eac-mn.org Email : Lszczesny@resource-mn.org Fax : 1-612-752-8401 Lonna Szczesny	N	0
96	Women's Advocate, Inc. 584 Grand Avenue St. Paul, Minnesota 55114 Email : mbrown@wadvocates.org Mary Brown	N	0
97	Word of Mouth Referral	N	1
98	Workabilities, Inc. 7400 Laurel Ave. Golden Valley, Minnesota 55426 Phone : 763-541-1844 Url : www.workabilities.org Email : BILLLYONS@JUNO.COM Fax : 1-763-541-0415 Bill Lyons	N	0
99	www.kare11.com Minnesota Url : www.kare11.com Career Service Manual Posting	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			59

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	12/16/2013	Participation in other activities designed by the station employment unit	<p>KARE news anchors, reporters, meteorologists and producers spoke to students and gave station tours that included information about jobs in the broadcast industry. They shared their career paths with the students. They explained the process of creating news programs, discussed digital journalism, social platforms and careers in meteorology and broadcasting.</p> <p>December 16 – Tour for Sauk Rapids High School Media Class December 17 – Job Shadow for Armstrong High School Student February 19 – Tour for Winona State University National Broadcasting Society April 14 – Tour for Minnetonka Middle School – AV Class April 16 – Tour for St. Thomas Journalism class May 1 – Tour for Central Lakes College May 2 – School presentation – Buffalo High School May 12 – Tour for Andover High School Student May 15 – I Wonder Science Group - Tour May 21 – Tour for Paynesville Area School Student News Station June 23 – Tour for U of M Eau Claire Student August 12 – Job Shadow for U of M grad student</p>	4	News and Community Staff	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
2	12/17/2013	Establishment of training programs for station personnel	<p>Training is available to employees in all departments and requests for training are solicited by human resources and department heads on a regular basis. Our goal is to provide training both on-site and off-site to allow employees the opportunity to improve their job skills and to qualify for career advancement.</p> <p>We also allow job shadowing for employees to learn new skills by cross training and observing different jobs.</p> <p>The entire KARE sales staff (20 employees) attended a two-day Digital Integrated Solutions seminar facilitated by Gannett Director of Digital Development and Training.</p> <p>During the reporting period many training classes were attended by employees in Sales, News, Accounting, Marketing, Operations and Engineering, as follows:</p> <p>December 17, 2013: Digital Sales Manager attended skill building and development training seminar at Gannett.</p> <p>January 14, 2014: Local Sales Manager attended Eckstein Summers training. Topics included best practices, case studies, and how to make the most of the sales tools.</p> <p>March 6, 2014: News Director, Assistant News Director, and Assignment Desk Manager travelled to Des Moines, Iowa for site visit at Des Moines Register for training, networking and cross pollination of content ideas using Mission Control operation.</p> <p>March 30, 2014: Digital Sales Manager attended group meetings in Tucson Arizona for Gannett. Focus on selling,</p>	50	Staff in all Departments	1.00

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			<p>new products and development.</p> <p>April 5, 2014: News Photographer attended NPPA workshop in Austin, Texas.</p> <p>June 1-3, 2014: Technical Engineer travelled to Sacramento, Calif. For growth opportunity to learn new automation system.</p> <p>June 1-3, 2014: Operations Supervisor travelled to Sacramento, Calif. For growth opportunity to learn new automation system.</p> <p>June 25-28, 2014: Investigative Producer, two Reporters, and MPR Journalist attended (and presented) IRE conference in San Antonio, Texas. The four employees who attended learned Investigative reporting tips and training, database research and planning joint projects with other properties in the Gannett group.</p> <p>August 21, 2014: General Sales Manager travelled to St. Louis, Missouri for sales strategic group visit with peer group.</p> <p>October 6-10, 2014: News employees, Operations and Technical employees attended on-site ENPS training for next version of ENPS.</p>			

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	1/1/2014	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>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, the 10 students in the program were from the following: St. Cloud State, St. Thomas, Augustana, University of Wisconsin-Superior, Syracuse, Brigham Young, and Southwest MN State.</p>	1	Intern Coordinator	1.00
4	1/1/2014	Participation in scholarship programs	<p>As a part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, we supported the Emma J. Bowen Foundation with a grant from the Gannett Foundation Media Fund in 2014. This grant is for the Emma Bowen Foundation for Minority Interests in Media for general support of media diversity initiatives including on-the-job training, mentoring, scholarships and work/study programs. The Emma L. Bowen Foundation was established by the media industry to increase access to permanent job opportunities for minority students.</p>	1	Gannett Foundation	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	1/1/2014	Provision of training to management	<p>Management at KARE participated in the following training programs:</p> <p>General Manager attended the Gannett General Manager Conference in January 2014 where leadership was stressed and ideas shared in order to continue the mission to reinvent local journalism in the digital age.</p> <p>Business Manager attended the Gannett Finance Controller/Business Manager Summit from January 27-30, 2014 where leadership, best practices, and sharing of ideas were stressed in order to advance company goals and streamline operations.</p> <p>General Sales Manager attended group meetings at Gannett in Washington, D.C on February 17, 2014. Meetings included best practices and management sales skills.</p> <p>News Director and Marketing Director attended the Gannett News Director and Marketing Director Conference from March 11-14, 2014 that emphasized the need to lead, think big, manage resources and advance strongly into the digital age.</p>	5	GM, GSM, Marketing Director, Business Manager, News Director	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	1/6/2014	Establishment of a mentoring program	KARE participated in the 2014 Gannett Talent Development Program. This program offers selected college students and recently-hired students' real-world experience and valuable learning opportunities. The TDP offers participants robust training and development and prepares them to enter the job market with Gannett. The TDP offers internships/mentorships, on-the-job experiences and upon completion of the 10-week program, a career coach. Areas include: multimedia journalism, digital operations such as web and mobile development, digital and multimedia sales, marketing, multimedia journalism, broadcast production and other disciplines. Most participants remain with the company after the program in full-time positions with the company.	1	Content Assistant	1.00
7	1/20/2014	Establishment of training programs for station personnel	KARE 11 offers a tuition assistance program designed to encourage self-development through undergraduate or graduate coursework. Two employees participated in this program during the reporting period.	2	News Employees	1.00
8	9/12/2014	Participation in other activities designed by the station employment unit	September 12-14, 2014: Ignite Your Passion Video Storytellers Workshop was held in Minneapolis, MN and spearheaded by KARE-TV in partnership with NPPA and Gannett Foundation. KARE provided staff members for participants from around the country to improve the art of visual journalism at every level. 150+ attendees, journalists from around the country and abroad. KARE Staff and other gannett journalists gained skills, networked and learned more about the industry and careers in the field.	30	News Employees	1.00
TOTAL POINTS OVER REPORTING PERIOD:						8.00