

EEO PUBLIC FILE REPORT

This report covers full-time recruitment date for the period 12/1/10 to 11/30/11.

1) **Employment Unit: CBS BROADCASTING INC.**

2) **Unit Members (Stations and Communities of Licensee): WCCO-TV Minneapolis/KCCO-TV/Alexandria/KCCW-TV, Walker MN**

3) EEO Contact for Unit Member	
Mailing Address: 90 South 11 th Street Minneapolis, MN 55403	Telephone Number: 612-339-4444
	Contact Person: Ann Ouellette
	Email Address: arouellette@wcco.com

4) **List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.**

1. National Sales Manager
2. Account Executive
3. News Director
4. Senior Designer
5. Reporter
6. Internet Content Designer
7. Assistant News Director
8. Web Producer
9. Managing Editor
10. Local Sales Manager
11. Content Designer
12. Assignment Editor
13. Reporter
14. Account Executive
15. Reporter
16. Reporter
17. Reporter
18. Reporter
19. Weekend Weather Anchor
20. Account Executive
21. Senior Designer

**5) Job Title: National Sales Manager
Vacancy #1**

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55102	651-296-8400 www.mnworks.com	No
American Women in Radio & Television	Catherine Flaherty	cflahertt@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N. Minneapolis, MN 55411	612-827-9272 Ext. 136	Yes
Minnesota Broadcasters Association ***<i>Minnesota Broadcasters Association sends Postings to 300+ Sources. See full List below</i>	Linda Lasere	3033 Excelsior Blvd. Minneapolis, MN 55416	612-826-9123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes

**5) Job Title: Account Executive
Vacancy # 2**

Recruitment Source(s) of Hiree: CBS Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th St., Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120 Alucke-parks@browncollege.edu	651-905-3465	Alucke-parks@Browncollege.edu
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-228-5562 www.mnworks.org	No
American Women In Radio & TV	Catherine Flaherty	Cflaherty@moneymailer.com	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7 th St., St. Paul, MN 55105	651-793-1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N. Mpls, MN 55416	612-827-9272 Ext. 136	Yes
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	651-962-6761	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-826-9123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	kevkoomsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

**5) Job Title: News Director
Vacancy # 3**

Recruitment Source(s) of Hiree: Station Job Board

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400 www.mnworks.org	No
National Association Of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
American Women In Radio & TV	Catherine Flaherty	cmflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Minnesota Broadcasters Association	Linda Lesere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-826-9123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	aluckie-parks@borwncollege.edu	651-905-3465	Yes

5) Job Title: Senior Designer
Vacancy #4

Recruitment Source(s) of Hire: Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th St., Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7 th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9292 Ext. 136	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55461	612-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	kevkoomsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	Aluckie-parks@browncollege.edu	651-905-3465	Yes
Mima Website		www.mima.org/jobs		No
Promax Website		www.pro.promaxbda.org		No
Creative Hotlist/Communication Arts Website		www.creativehotlist.com		No
AIGA MN Website		www.designjobs.aiga.org		No
Motionographer Website		www.motionographer.com		No
Creative Cow Website		www.forums.creativecow.net		No
AWN Website		www.awn.com		No

**5) Job Title: Reporter
Vacancy # 5**

Recruitment Source(s) of Hiree: Station Job Board

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	<u>Aluckie-parks@browncollege.edu</u>	651-905-3465	Yes
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No

5) Job Title: Internet Content Designer
Vacancy #6

Referral Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	651-296-8400 www.mnworks.org	No
American Women In Radio & Television	Catherine Flaherty	cflaherty@monevmailer.com	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7 th St., St. Paul, MN 55105	651-793-1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., #5020, St. Paul, MN 55105	651-962-6761	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN	651-905-3465	Yes
Minnesota Interactive Marketing Association Website	Job Board	www.mima.org/jobs	EMAIL ONLY	No
Linkedin Website	Job Board	www.linkedin.com/jobs	EMAIL ONLY	No
Minneapolis College Of Art & Design (MCAD) Website	Job Board	www.mcad.edu	EMAIL ONLY	No
Craigslist Website	Jobs	www.craigslist.com	EMAIL ONLY	No

**5) Job Title: Assistant News Director
Vacancy #7**

Referral Source(s) of Hiree: Station Job Board

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 S. 11th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
Hmong Television	Mitch Lasere	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
Brown College Television & Digital Photography Career Services	Amber Luckie	<u>aluckie-parks@browncollege.edu</u>	651-905-3465	Yes
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No

5) Job Title: Web Producer
Vacancy # 8

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave., N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
National Association Of Black Journalists	Marie Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
National Association Of Hispanic Journalists	Marco Botero	2000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Metropolitan State University	Carol Lowe	700 E. 7 th St., St. Paul, MN 55106	651-793-1200	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	aluckieparks@browncollege.edu	651-905-3465	Yes

**5) Job Title: Managing Editor
Vacancy #9**

Referral Source(s) of Hiree: Station Job Board

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpli, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Hmong Television	Mitch Lee	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	Yes
Metropolitan State University	Carol Lowe	700 E. 7th Street, St. Paul, MN 55106	651-793-1200	No
Brown College Television & Digital Photography Career Services	Amber Luckie	<u>Aluckie-parks@browncollege.edu</u>	651-905-3465	No

**5) Job Title: Local Sales Manager
Vacancy #10**

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpls, MN 55403	612-339-43444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136	Yes
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Spots'n Dots Website	Job Board	www.spotsndots.com/listings	EMAIL ONLY	No

**5) Job Title: Content Designer
Vacancy #11**

Recruitment Source(s) of Hiree: Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	Yes
Creative Hotlist/ Communications Arts Website	Job Board	<u>www.creativehotlist.com</u>	EMAIL ONLY	No
Creative Cow Website	Job Board	<u>www.creativecow.net</u>	EMAIL ONLY	No

**5) Job Title: Assignment Editor
Vacancy #12**

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9292 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	No
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	EMAIL ONLY	No
Brown College Television & Digital Photography Career Services	Amber Luckie	aluckieparks@browncollege.edu	651-905-3465	Yes

**5) Job Title: Reporter
Vacancy #13**

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (American's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington DC 20045	202-662-7147	No
Hmong Television	Mitch Lee	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	<u>aluckieparks@browncollege.edu</u>	651-905-3465	Yes

**Job Title: Account Executive
Vacancy # 14**

Recruitment Source(s) of Hiree: Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	651-296-8400 www.mnworks.org	No
American Women In Radio & TV	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 e. 7th St., St. Paul, MN 55106	651-723-1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. North, Mpls, MN 55411	612-827-9272 Ext. 136	Yes
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	651-962-7871	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Key Koom Siab	www.kevkoomsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Rayford Davis	Burnsville/ Eagan Community TV	Rayford.davisci.burnsville.mn.us	EMAIL ONLY	Yes

**5) Job Title: Reporter
Vacancy # 15**

Recruitment Source(s) of Hiree: Station Job Board

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	<u>aluckieparks@browncollege.edu</u>	651-905-3465	Yes
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No

**5) Job Title: Reporter
Vacancy # 16**

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & TV	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-7292 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington,DC 20045	202-662-7147	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55107	651-793-1200	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No

**5) Job Title: Reporter
Vacancy # 17**

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-7292 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55107	651-793-1200	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No

**5) Job Title: Reporter
Vacancy # 18**

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	No
Hmong Television	Mitch Lee	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55107	651-793-1200	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111 Lincoln, NE 68501	402-472-3522	No

**5) Job Title: Weekend Weather Anchor
Vacancy # 19**

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-7292 Ext. 136	Yes
National Association Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	<u>aluckieparks@browncollege.edu</u>	651-905-3465	Yes
National Association Of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No

5) Job Title: Account Executive
Vacancy # 20

Recruitment Source(s) of Hiree: Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	651-228-5562 www.mnworks.org	No
American Women In Radio & TV	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7 th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Mpls, MN 55411	612-827-9272 Ext. 136	Yes
University of St. Thomas	Ginny Nelson	2115 Summit Ave., #5020, St. Paul, MN 55105	651-962-6761	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	KevKoomSiab	kevkoonsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	ravford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

**Job Title: Senior Designer
Vacancy # 21**

Referral Source(s) of Hiree: CBS Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Google Base)	CBS	Kenexa Applicant Tracking System		N/A
American Women In Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7th St. St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N. Minneapolis, MN 55411	612-827-9272 Ext. 136	Yes
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111 Lincoln, NE 68501	402-472-3522	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	<u>mitchlee@comcast.net</u>	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	<u>aluckieparks@browncollege.edu</u>	651-905-3465	Yes

*****Minnesota Broadcasters Association Job Bank Mailing List*****

College/EEO/Private Schools

Ability Building Center
Academy College

Access
AccessAbility
Adult Client Training Service
Adult Training & Habilitation Center
Alexandria Technical College
Alliance of the Streets
Alto Consulting and Training
American Council of the Blind of MN
American Indian OIC School of Business and Office Technology
Amputee Resource Foundation of America
Anoka Ramsey Community College-Cambridge
Anoka Ramsey Community College-Coon Rapids
Argosy University-Twin Cities
Augsburg College
Auto Technical, Inc.
Bemidji State University
Benilde-St. Margaret's School
Bethany Lutheran College
Bethel College
Brainco-The Minneapolis School of Advertising, Design, and Interactive Studies
Brown Institute
Building for Women
Capella University
Cardinal Stritch University
Carlton College
Carver County Workforce Center
Cedar Valley Service Inc. Alpha Program
Cedar Valley Services, Inc
Central Lakes College-Brainerd

Central Lakes College-Staples
Central MN Jobs & Training Services
Century College
Chippewa Enterprises, Inc.
Choice Unlimited
Clay County Supportive Training Service

College of St. Benedict
St. Catherine University
College of St. Scholastica
Concordia College, Moorhead
Concordia University, St. Paul
Confederation of Somaili Community in MN
Crossroads College
Crown College
Dakota County Technical College

Stations

KAAL Channel 6
KADU FM 90.1
KAGE AM/FM, KHME, KWNO
AM/FM
KARE Channel 11
KAKK, KBKK, KDKK, KPRM, KQKK, KSKK, KXXX
KAOD FM 106.7
KAUS AM/FM
KARL, KARZ, KKCK, KMHL
KARP, KDUZ
KASM, KDDG
KATE, KCPI
KBEM FM 88.5
KBAJ, KQDS
KAWE Channel 9/22
KBGY, WLKX
KBEW AM/FM
KBHW, KXBR
KBHL FM 103.9
KBHP, KBUN, KKZY, KLLZ
KBJR Channel 6
KBMW, KGWB
KBMO, KSCR
KBMX, KKCB, KLDJ, WEBC
KBOT, KDLM
KBPR, KNBJ, KCRB
KBRF, KJKK AM/FM, KPRW, KZCR
KBRR/KVRR TV 15
KBSB FM 89.7
KCHK, KRDS
KCAJ FM 102.1
KCCD FM, KCCM FM
KCNN, KNOX AM/FM, KYCK,
KZLT
KCFB, KTIG, WZFJ
KCGN FM 101.5
KCUE, KLCH, KWNG
KCLD FM 104.7
KCLH, KQYB
KQRS, KXXR, WGVX, WGVY,
WGVZ
KDAL AM/FM, KRBR, KTCO, KXTP, WDSM
KDIO, KPHR
KDHL, KQCL
KDJS AM/FM
KDMA, KKRC, KMGM
KDNI, KDNW
KDOG, KRRW, KTOE, KXAC
KDOM AM/FM

Dunwoody College of Technology
East Range Developmental Achievement Center (DAC)
Equality-Pathways to Potential
Federation of Somali Community
Fond du Lac Opportunities Industrialization Center
Fond du Lac Tribal & Community College
Globe University
Goodwill Industries Vocational Enterprises
Goodwill/Easter Seals
Grant County D.A.C., Inc.
Gustavus Adolphus College
Hamline University
Hennepin Technical College-Brooklyn Park
Hennepin Technical College-Eden Prairie
Hibbing Community College
Hired
Houston County Networks
Indian Family Services, Inc.
Inroads/Minneapolis-St. Paul, Inc.
Institute of Production and Recording
Intercultural Mutual Assistance Association
Inver Hills Community College
Itasca Developmental Achievement Center, Inc
Jeane Thorne inc
Job Training Center
Jobs in Transition Support Group
Jobs Now Coalition
Jobs Plus, Inc.
Kandi Works DAC, Inc
KAPOSIA Inc.
KRS Computer and Business School
Lake Superior College
Lao Assistance Center of MN
Lao Family Community of MN
Learning Strategies Corporation
Life-Work Planning Center
Macalester College
Mahnomon County DAC
Mankato Rehabilitation Center, Inc. (MRCI)
Marantha Community College
Martin Luther College
McNally Smith College of Music
MDI Commercial Services
Merrick Partners, Inc
Mesabi Range Community & Technical College
Meta Institute
Metro Work Center, Inc.
Metropolitan State University
Miami Ad School Minneapolis
Minneapolis American Indian Center

KDWB, KEEY, KFAN, KFXN, KJZI, KQQL, KTCZ
KDWA AM 1460
KEYL, KXDL
KEEZ FM 99.1
KDXL FM 99.7
KFGI, KLIZ AM/FM, KVBR
KFAI FM 90.3
KEYC Channel 12
KFMC, KSUM
KFIL AM/FM
KFSI FM 92.9
KGPZ FM 96.1
KFML, KLTF, WYRQ
KGHS, KSDM
KITN, KWOA AM/FM
KGAC, KNGA, KNOW
KIKV FM 100.7
KJLY FM 104.5
KJOE FM 106.1
KKCQ AM/FM, KKEQ
KKAQ, KKDQ
KKBJ AM/FM, WBJI
KKJM FM 92.9
KKIN AM/FM
KKOJ, KRAQ
KKLN FM 94.1
KKSJ FM 96.7
KKOK FM, KMRS FM
KKMS, KYCR, WWTC
KKWQ FM 92.5
KLCI, WQPM
KLBB, KLBP, WMNN
KKWS, KNXP, KWAD
KLCX, KOLM, KWVK
KLFD AM 1410
KLFN, KOLV, KQIC, KWLM
KLGR AM/FM
KLKS 104.3
KLQL
KLQP FM 92.1
KLSE, KZSE
KLTA, KPFX, KQWB, KVOX
KLZZ, KMXX, KXSS, WJON, WWJO
KMFG, WMFG AM/FM, WNMT, WTBX, WUSZ
KMFJ, KNFX, KRCH, KWEB
KMFY, KOZY
KMGK FM 107.1
KMOJ FM 89.9
KMSP Channel 9
KMSU, KMSK

Minneapolis Business College	KMWB Channel 23
Minneapolis College of Art and Design	KNOF FM 95.3
Minnesota Public Radio	KQAD
Minnesota Resource Center	KNSI AM 1450
Minnesota School of Business-Richfield	KNUJ FM 107.3
Minnesota School of Business-Brooklyn Center	KNSR, KSJR
Minnesota State College- Southeast Technical-Red Wing	KNUJ AM 860
Minnesota State College- Southeast Technical-Winona	KNXR, KRPR
Minnesota State University, Moorhead	KPXM Channel 41
Minnesota State Community and Technical College-Detroit Lakes	KQAL FM 89.5
Minnesota State Community and Technical College-Fergus Falls	KQPR FM 96.1
Minnesota State Community and Technical College-Moorhead	KQDS Channel 21
Minnesota State Community and Technical College-Wadena	KQEG FM 102.7
Minnesota West Community & Technical College-Canby	KRBI AM/FM
Minnesota West Community & Technical College-Granite Falls	KRBT, WEVE
Minnesota West Community & Technical College-Jackson	KRCQ FM 102.3
Minnesota West Community & Technical College-Pipestone	KRFO AM/FM
Minnesota West Community & Technical College-Worthington	KRJB FM 106.3
MN Cooperation Officer	KRJM FM 101.5
MN Diversified Industries	KRLX FM 88.1
MN Teamsters Service Bureau	KROC AM/FM, KYBA
MN Vocational Association	KROX AM 1260
MW Persons and Associates Inc	KRSW FM 89.3
National Federation of the Blind of MN	KRWB AM 1410
New Directions/Otter Tail-Wadena CAC, Inc	KRWC AM 1360
Newgate Education and Research Center, Inc	KRVY FM 97.3
Normandale Community College-Bloomington	KSAX Channel 42
North American Training Institute	KSMN Channel 20/15
North Central Career Development Center	KSTP FM
North Central University	KSTP Channel 5/50
North Hennepin Community College	KSRQ FM 90.1
Northland Community & Technical College-Thief river Falls	KTCA/KTCI 16/17
Northland Community & Technical College – East Grand Forks	KTIS AM/FM
Northwest Indian OIC, Inc.	KTTB FM 96.3
Northwest Technical College	KTTC Channel 10/36
Northwest Technical Institute	KUMD FM 103.3
Northwestern College	KUMM FM 89.7
Oak Hills Christian College	KUOM AM/FM
Oakland Area Learning Center	KFIL
Occupational Development Center, Inc.	KVSC FM 88.1
Opportunity Partners	KWCM Channel 10
Opportunity Services Inc.	KWOM AM
Pine Habilitation and Supported Employment (PHASE)	KXLP, KYSM AM/FM
Pine Technical College	KXLT Channel 47
Project SOAR of Northeastern MN, Inc.	KXRA AM/FM, KXRZ
Prosource Educational Services, Inc	KYMN AM 1080
Quality Career Services, Inc.	WCCO AM 830
Rainy River Community College	WCCO Channel 4
Ramsey Action Programs, Inc.	WCMP AM/FM
Rasmussen College- Mankato Campus	WCTS AM 1030

Ridgewater College-Willmar
Rise Habilitation Services
Riverland Community College-Albert Lea
Rochester Community & Technical College
Rock County Developmental Achievement Center
Rural MN CEP
S. Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund
Sam Morriss
Service Enterprises, Inc.
South Central Technical College-Faribault
South Central Technical College-North Mankato
Southwest MN Private Industry Council, Inc.
Southwest State University
St. Cloud State University
St. Cloud Technical College-St Cloud
St. Mary's University of Minnesota
St. Olaf College
St. Paul College
Summit Academy OIC
Summit Academy Opportunities
Tech Skills
Todd County Developmental Achievement Center
Transition of the Twin Cities
TSE, Inc
Twin City Area Labor Management Council
United Cambodian Association of MN (UCAM)
University of Minnesota
University of St. Thomas
University of Wisconsin – River Falls
Upper Midwest American Indian Center
Vermillion Community College
Vietnamese Minnesotans Association
Vision Loss Resources
WACOSA
Walden University
West Nicollet & Brown Counties DAC
Winona County Development Achievement Center
Winona ORC Industries, Inc
Winona State University
Women in the Trades
Women in Transition
Women's Resource Center of Steele County
Work With Dignity
Working Opportunities for Women

WDGY, WMIN
WDIO Channel 10
WDSE TV Channel 8
WELY AM/FM
WEZU AM 1120
WFTC Channel 29
WBHR, WHMH, WVAL
WIRN, WIRR, WSCD
WKLK AM/FM, WMOZ
WLTE FM 102.9
WMCN FM 91.7
WWJC AM 850
WWWI AM 1270
KDIZ
KSTP AM 1500
KBEK

6) Hiree Recruitment Source Summary

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
National Sales Manager	Station Website
Account Executive	CBS Employee Referral
News Director	Station Job Board
Senior Designer	Employee Referral
Reporter	Station Job Board
Internet Content Designer	Station Website
Assistant News Director	Station Job Board
Web Producer	Station Website
Managing Editor	Station Job Board
Local Sales Manager	Station Website
Content Designer	Employee Referral
Assignment Editor	Station Website
Reporter	Station Website
Account Executive	Employee Referral
Reporter	Station Job Board
Reporter	Station Website
Reporter	Station Website
Reporter	Station Website
Weekend Weather Anchor	Station Website
Account Executive	Employee Referral
Senior Designer	CBS Employee Referral

Total # of Interviewees Referred by Each Source: For the period 12/1/10-11/30/11, this Employment Unit interviewed 78 interviewees for full time job vacancies. These Interviewees were referred by the following Sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
Station Website	35
WCCO Employee Referral	11
CBS Employee Referral	4
Station Job Board	8
Self	5
Creative Hotlist/Communications Arts Website	7
Indeed.Com (Arbita)	1
Creative Cow Website Job Board	2
Craigslist	1
Outside Referral	4

7) Supplemental Recruitment Measures

(a) Job Fairs

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
Media Sponsor-Martin Luther King, Jr. Holiday Diversity Job Fair	January 17, 2010	Ann Ouellette, Controller Barb Tveit, Accountant Gary Kroger, Director, Broadcast Operations, Angela Davis, News Anchor Casey Kespohl, Creative Director Brien Kennedy, General Manager, Toby Collodora, Web Content Manager

(b) Internship

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
1. Internship program for college credit. On-going internship program which places interns in All departments within the station including News, Marketing, Community Relations and Sales.	Ongoing	Kiki Rosatti, Director of Communications & Content
2. Emma Bowen Foundation. National program established locally, Specifically American Indians.	Ongoing	Kiki Rosatti, Director of Communications & Content

(c) Participation in Events

Description of Recruitment Measure	Date	Personnel Involved (Name and Position)
1. Minnesota Department of Human Rights 2010 Human Rights Day Conference. The agency is a neutral state agency with a goal of empowering every person in Minnesota with the ability to Enjoy the benefits of society Regardless of race, color, creed, Religion, national origin, sex, marital status, disability, age, sexual orientation, familial status and public assistance status.	December 3, 2010	Angela Davis, News Anchor emceed the event.
2. Supporting Sponsor, United Negro College Fund of Minnesota Leaders' Luncheon on Education. The event highlighted critical issues that will be the focus of the ongoing commitment to minority education.	February 18, 2011	Brien Kennedy, Vice President & General Manager Mike Caputa, News Director Kiki Rosatti, Director of Communications & Content

<p>3. Rise, Inc. event. Rise, Inc. is committed to community inclusion, employment, housing and self-sufficiency for people who have significant disabilities and other barriers, including those who are refugees and immigrants. The agency's wide range of employment and housing support services have assisted approximately 20,000 people in more than 20 Minnesota counties.</p>	<p>April 17, 2011</p>	<p>Jason DeRusha, Reporter/Anchor emceed the event.</p>
<p>4. St. Paul Foundation's Facing Race Ambassador Awards were created to recognize people in the region who are committed to building a community in which everyone feels safe, valued and respected.</p>	<p>May 3, 2011</p>	<p>Angela Davis, News Anchor emceed the event.</p>
<p>5. Minneapolis Urban League's "Gateway to Opportunity" event.</p>	<p>May 18, 2011</p>	<p>Brien Kennedy, Vice President & General Manager Mike Caputa, News Director Ann Ouellette, Controller Angela Davis, News Anchor emceed the event</p>
<p>6. Opportunity Partners Awards event. This is a Twin Cities nonprofit organization serving 1700 adults with disabilities through a variety of employment , training and residential programs.</p>	<p>June 18, 2011</p>	<p>Liz Collin, News Anchor emceed the event.</p>
<p>7. Project SEARCH event. Project SEARCH is dedicated to providing education and training to young adults with intellectual and developmental disabilities through an innovative workforce and career development model. The program's primary goal is to secure competitive employment outcomes for each of its graduates.</p>	<p>July 14, 2011</p>	<p>Liz Collin, News Anchor Emceed the event</p>
<p>8. Opportunity Partners event honoring Businesses who hire people with disabilities.</p>	<p>November 1, 2011</p>	<p>Frank Vascellaro, News Anchor emceed the event.</p>
<p>9. Three Sixty Program is a youth journalism program based at the University of St. Thomas. It uses the tools and principles of journalism to help Minnesota youth, particularly minority youth, learn the basics of good reporting and strong writing and pursue careers in journalism.</p>	<p>November 11, 2011</p>	<p>Jason DeRusha, Reporter/Anchor hosted their annual fundraising event.</p>

(d) Training Management Personnel;

Description of Recruitment Measure	Date	Describe
1. Sexual Harassment/Anti Discrimination training for all new employees.	Ongoing	Web-based training
2. Preventing Harassment at CBS Corporation, Eye on Ethics for all Employees	Ongoing	Ongoing