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) EE0 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) <u>List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the</u> <u>Employment Unit.</u>

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

5) Job Title: Account Executive	
Vacancy # 2	

Recruitment Source(s) of Hiree: CBS Employee Referral

Contact	Address	Telephone	Did Recruitment
Person		Number	Source Request
			Notification?
Toby Collodora	90 South 11 th St.,	612-339-4444	N/A
-	Mpls, MN 55403		
CBS	Kenexa		N/A
	Applicant Tracking		
	System		
Amber Luckie	1440 Northland	651-905-3465	Alucke-parks@
			Browncolleg.edu
	Alucke-parks@browncollege.		
	edu		
Jim Korkki	390 N. Robert St., St.	651-228-5562	No
	Paul, MN 55101	www.mnworks.org	
Catherine	Cflaherty@moneymailer.com	EMAIL ONLY	No
Flaherty			
Carol Lowe	700 E. 7 th St., St. Paul,	651-793-1200	No
	MN 55105		
Steve	2000 Plymouth Ave. N.	612-827-9272	Yes
Robinson	Mpls, MN 55416	Ext. 136	
Ginny Nelson	2115 Summit Ave.,	651-962-6761	No
-	# 5020, St. Paul, MN		
	55105		
Linda Lasere	3033 Excelsior Blvd.,	612-826-9123	No
	Minneapolis, MN		
	55416		
Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Kev Koom Siab	kevkoomsiab@aol.com	EMAIL ONLY	Yes
Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
-			
Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
-			
	Person Toby Collodora CBS Amber Luckie Jim Korkki Catherine Flaherty Carol Lowe Steve Robinson Ginny Nelson Jinda Lasere Duane Helle Kev Koom Siab Sherry Derus	PersonImage: solution of the state	PersonNumberToby Collodora90 South 11th St., Mpls, MN 55403612-339-4444Toby Collodora90 South 11th St., Mpls, MN 55403612-339-4444CBSKenexa Applicant Tracking System651-905-3465Amber Luckie1440 Northland Drive, Mendota Heights, MN 55120 Alucke-parks@browncollege. edu651-905-3465Jim Korkki390 N. Robert St., St. Paul, MN 55101651-228-5562 www.mnworks.orgCatherine FlahertyCflaherty@moneymailer.com MN 55105EMAIL ONLYCarol Lowe700 E. 7th St., St. Paul, MN 55105651-793-1200 Ext. 136Steve Robinson2000 Plymouth Ave. N. Mpls, MN 55416651-962-6761 Ext. 136Ginny Nelson2115 Summit Ave., # 5020, St. Paul, MN S5105612-826-9123 Minneapolis, MN S5416Duane Helledhelle@mail.intracorp.comEMAIL ONLYKev Koom Siabkevkoomsiab@aol.comEMAIL ONLY

5) Job Title: News Director Vacancy # 3

Recruitment Source(s) of Hiree: Station Job Board

Vacancy # 3				
Recruitment Source	Contact Person	Address	Telephone	Did Recruitment
Name			Number	Source Request
				Notification?
WCCO.COM	Toby Collodora	90 South 11 th St.,	612-339-4444	N/A
	v	Mpls, MN 55403		
Arbita (America's	CBS	Kenexa Applicant		N/A
Job Exchange,		Tracking System		
Indeed.com, Google		5 .		
Base)				
Job Bank	Jim Korkki	390 N. Robert St.,	651-296-8400	No
		St. Paul, MN 55101	www.mnworks.org	
National Association	Maria Reeve	345 Cedar, St. Paul,	651-228-5562	No
Of Black Journalists	Pioneer Press	MN 55102		
Native American	Lynn Warren	Box 83111, Lincoln, NE	402-472-3522	No
Public Broadcasting	e	68501		
Consortium				
American Women	Catherine	<u>cmflaherty@moneymailer.com</u>	EMAIL ONLY	No
In Radio & TV	Flaherty			
Minneapolis Urban	Steve Robinson	2000 Plymouth Ave. N.,	612-827-9272	Yes
League		Mpls, MN 55411	Ext. 136	
National Association	Marco Botero	1000 National Press	202-662-7147	No
Of Hispanic		Bldg., Washington, DC		
Journalists		20045		
Minnesota	Linda Lesere	3033 Excelsior Blvd.,	612-826-9123	No
Broadcasters		Minneapolis, MN		
Association		55416		
Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Consultant				
Rehabilitation	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Counselors, Inc.				
Brown College	Amber Luckie	aluckie-parks@borwncollege.edu	651-905-3465	Yes
Television & Digital				
Photography Career				
Services				

5) Job Title: Senior Designer Vacancy #4

Recruitment Source(s) of Hiree: Employee Referral

Vacancy #4				
Recruitment Source	Contact Person	Address	Telephone	Did Recruitment
Name			Number	Source Request
				Notification?
WCCO.COM	Toby Collodora	90 South 11 th St.,	612-339-4444	N/A
	•	Mpls, MN 55403		
Arbita (America's	CBS	Kenexa Applicant		N/A
Job Exchange,		Tracking System		
Indeed.com, Google				
Base)				
American Women	Catherine	cflaherty@moneymailer.com	EMAIL ONLY	No
In Radio &	Flaherty			
Television	·			
Metropolitan State	Carol Lowe	700 E. 7 th St., St. Paul,	651-793-1200	No
University		MN 55106		
Minneapolis Urban	Steve Robinson	2000 Plymouth Ave. N.,	612-827-9292	Yes
League		Minneapolis, MN	Ext. 136	
		55411		
Minnesota	Linda Lasere	3033 Excelsior Blvd.,	612-926-8123	No
Broadcasters		Minneapolis, MN		
Association		55461		
Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Consultant				
Hmong Television	Kev Koom Siab	kevkoomsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Counselors, Inc.				
Brown College	Amber Luckie	Aluckie-parks@browncollege.edy	651-905-3465	Yes
Television & Digital				
Photography Career				
Services				
Mima Website		www.mima.org/jobs		No
Promax Website		www.pro.promaxbda.org		No
Creative Hotlist/		www.creativehotlist.com		No
Communication				
Arts Website				
AIGA MN		www.designjobs.aiga.org		No
Website				
Motionagrapher		www.motionographer.com		No
Website				
Creative Cow		www.forums.creativecow.net		No
Website				
AWN Website		www.awn.com		No

5) Job Title: Reporter

Recruitment Source(s) of Hiree: Station Job Board

•	000			
Va	cand	v#	5	

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

5) Job Title: Internet Content Designer Vacancy #6

Referral Source(s) of Hiree: Station Website

Vacancy #6				
Recruitment Source	Contact Person	Address	Telephone	Did Recruitment
Name			Number	Source Request
				Notification?
WCCO.COM	Toby Collodora	90 South 11 th Street,	612-339-4444	N/A
		Mpls, MN 55403		
Arbita (America's	CBS	Kenexa Applicant		N/A
Job Exchange,		Tracking System		
Indeed.com, Google				
Base)				
Job Bank	Jim Korkki	300 N. Robert St., St.	651-296-8400	No
		Paul, MN 55101	www.mnworks.org	
American Women In	Catherine	cflaherty@moneymailer.com	EMAIL ONLY	No
Radio & Television	Flaherty			
Metropolitan State	Carol Lowe	700 E. 7 th St., St. Paul,	651-793-1200	No
University		MN 55105		
Minneapolis Urban	Steve Robinson	2000 Plymouth Ave. N.,	612-827-9272	Yes
League		Mpls, MN 55411	Ext. 136	
University of St.	Ginny Nelson	2115 Summit Ave.,	651-962-6761	No
Thomas Career	·	#5020, St. Paul, MN		
Services		55105		
Minnesota	Linda Lasere	3033 Excelsior Blvd.,	612-926-8123	No
Broadcasters		Minneapolis, MN		
Association		55416		
Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Consultant				
Rehabilitation	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Counselors, Inc.	~J =			
Brown College	Amber Luckie	1440 Northland Drive,	651-905-3465	Yes
Television & Digital		Mendota Heights, MN		
Photography Career				
Services				
Minnesota	Job Board	www.mima.org/jobs	EMAIL ONLY	No
Interactive				
Marketing				
Association Website				
Linkedin Website	Job Board	www.linkedin.com/jobs	EMAIL ONLY	No
Minneapolis College	Job Board	www.mcad.edy	EMAIL ONLY	No
Of Art & Design	500 Doulu			
MCAD) Website				
Craigslist Website	Jobs	www.craigslist.com	EMAIL ONLY	No
Craigonor website	1002			110

5) Job Title: Assistant News Director Vacancy #7

Referral Source(s) of Hiree: Station Job Board

Vacancy #7 Recruitment Source	Contact Person	Address	Telephone	Did Recruitment
Name			Number	Source Request Notification?
WCCO.COM	Toby Collodora	90 S. 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	<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	mitchlee@comcast.net	EMAIL ONLY	Yes
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	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	aluckie-parks@browncollege.edu	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. 7 th St., St. Paul, MN 55106	651-793-1200	No

5) Job Title: Web Producer

Vacancy # 8				
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	<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
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	<u>aluckieparks@browncollege.edu</u>	651-905-3465	Yes

5) Job Title: Managing Editor Vacancy #9

Referral Source(s) of Hiree: Station Job Board

Vacancy #9				
Recruitment Source	Contact Person	Address	Telephone	Did Recruitment
Name			Number	Source Request
				Notification?
WCCO.COM	Toby Collodora	90 South 11 th Street,	612-339-4444	N/A
		Mpli, MN 55403		
Arbita (America's	CBS	Kenexa Applicant		N/A
Job Exchange,		Tracking System		
Indeed.com, Google				
Base)				
American Women	Catherine	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
In Radio &	Flaherty			
Television	-			
Minneapolis Urban	Steve Robinson	2000 Plymouth Ave. N.,	612-827-9272	Yes
League		Mpls, MN 55411	Ext. 136	
National Association	Marco Botero	1000 National Press	202-662-7147	No
Of Hispanic		Bldg., Washington, DC		
Journalists		20045		
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
National Association	Maria Reeve	345 Cedar, St. Paul,	651-228-5562	No
Of Black Journalists		MN 55102		
Native American	Lynn Warren	Box 83111, Lincoln,	402-472-3522	No
Public Broadcasting	·	NE 68501		
Consortium				
Minnesota	Linda Lasere	3033 Excelsior Blvd.,	612-926-8123	No
Broadcasters		· · · · · · · · · · · · · · · · · · ·		
Association		55416		
Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Consultant				
Rehabilitation	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Counselors, Inc.	v			
	Carol Lowe	700 E. 7 th Street,	651-793-1200	No
University		St. Paul, MN 55106		
· · · · ·	Amber Luckie	Aluckie-parks@browncollege.edu	651-905-3465	No
Television & Digital				
8				
Services				
Broadcasters Association Rehabilitation Consultant Rehabilitation Counselors, Inc. Metropolitan State University Brown College Television & Digital Photography Career	Duane Helle Sherry Derus Carol Lowe	Minneapolis, MN 55416 dhelle@mail.intracorp.com sderus@mn.rr.com 700 E. 7 th Street, St. Paul, MN 55106	EMAIL ONLY EMAIL ONLY 651-793-1200	Yes Yes No

5) Job Title: Local Sales Manager	Recruitment Source(s) of Hiree: Station Website
Vacancy #10	

Vacancy #10				1
Recruitment Source	Contact Person	Address	Telephone	Did Recruitment
Name			Number	Source Request
				Notification?
WCCO.COM	Toby Collodora	90 South 11 th Street,	612-339-43444	N/A
	·	Mpls, MN 55403		
Arbita (America's	CBS	Kenexa Applicant		N/A
Job Exchange,		Tracking System		
Google Base)				
American Women	Catherine	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
In Radio &	Flaherty			
Television				
Minnesota	Linda Lasere	3033 Excelsior Blvd.,	612-926-8123	No
Broadcasters		Minneapolis, MN		
Association		55416		
Minneapolis Urban	Steve Robinson	2000 Plymouth Ave. N.,	612-827-9272	Yes
League		Minneapolis, MN	Ext. 136	
		55411		
Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Consultant				
Rehabilitation	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAILONLY	Yes
Counselors, Inc.				
Spots'n Dots	Job Board	www.spotsndots.com/listings	EMAIL ONLY	No
Website				

5) Job Title: Content	t Designer	Recruitment Sour	ce(s) of Hiree: En	ployee Referral
Vacancy #11				1
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
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	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Creative Hotlist/ Communications Arts Website	Job Board	www.creativehotlist.com	EMAIL ONLY	No
Creative Cow Website	Job Board	www.creativecow.net	EMAIL ONLY	No

5) Job Title: Assignment Editor	Recruitment Source(s) of Hiree: Station Website
Vacancy #12	

Vacancy #12 Recruitment Source	Contact Person	Address	Talanhara	Did Recruitment
	Contact Person	Address	Telephone Number	
Name			Number	Source Request
	.	and a stath as		Notification?
WCCO.COM	Toby Collodora	90 South 11 th Street,	612-339-4444	N/A
		Mpls, MN 55403		
Arbita (America's	CBS	Kenexa Applicant		N/A
Job Exchange,		Tracking System		
Google Base)				
American Women	Catherine	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
In Radio &	Flaherty			
Television				
Minneapolis Urban	Steve Robinson	2000 Plymouth Ave. N.,	612-827-9292	Yes
League		Mpls, MN 55411	Ext. 136	
National Association	Marco Botero	1000 National Press	202-662-7147	No
Of Hispanic		Bldg., Washington, DC		
Journalists		20045		
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Minnesota	Linda Lasere	3033 Excelsior Blvd.,	612-926-8123	No
Broadcasters		Minneapolis, MN		
Association		55416		
Native American	Lynn Warren	Box 83111, Lincoln,	402-472-3522	No
Public Broadcasting	1 5	NE 68501		
Consortium				
National Association	Maria Reeve	345 Cedar, St. Paul,	651-228-5562	No
Of Black		MN 55102	031-220-3302	
Journalists		1111 33102		
Metropolitan State	Carol Lowe	700 E. 7 th St., St. Paul,	651-793-1200	No
University	Calor Lowe	MN 55106	031-795-1200	
Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	No
Consultant				
Rehabilitation	Shanny Dama	Sderus@mn.rr.com	EMAIL ONLY	No
	Sherry Derus		EMAIL ONLY	INO
Counselors, Inc.	A h T 1 *	aluckieparks@browncollege.edu	(51 005 34(5	N/
Brown College	Amber Luckie	and Aleparks w Drown Contege. Cuu	651-905-3465	Yes
Television & Digital				
Photography Career				
Services				

5) Job Title: Reporter Vacancy #13

Vacancy #13				
Recruitment Source	Contact Person	Address	Telephone	Did Recruitment
Name			Number	Source Request
				Notification?
WCCO.COM	Toby Collodora	90 South 11 th Street,	612-339-4444	N/A
		Mpls, MN 55403		
Arbita (American's	CBS	Kenexa Applicant		N/A
Job Exchange,		Tracking System		
Google Base)				
American Women	Catherine	cflaherty@moneymailer.com	EMAIL ONLY	No
In Radio &	Flaherty			
Television	·			
Minneapolis Urban	Steve Robinson	2000 Plymouth Ave. N.,	612-827-9272	Yes
League		Mpls, MN 55411	Ext. 136	
National Association	Marco Botero	1000 National Press	202-662-7147	No
Of Hispanic		Bldg., Washington DC		
Journalists		20045		
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
National Association	Maria Reeve	345 Cedar, St. Paul,	651-228-5562	No
Of Black Journalists		MN 55102		
Minnesota	Linda Lasere	3033 Excelsior Blvd.,	612-926-8123	No
Broadcasters		Minneapolis, MN		
Association		55416		
Native American	Lynn Warren	Box 83111, Lincoln,	402-472-3522	No
Public Broadcasting	v	NE 68501		
Consortium				
Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Consultant				
Rehabilitation	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Counselors, Inc.	~			
Brown College	Amber Luckie	aluckieparks@browncollege.edu	651-905-3465	Yes
Television & Digital				
Photography Career				
Services				

Job Title: Account Executive Vacancy # 14 **Recruitment Source(s) of Hiree: Employee Referral**

Vacancy # 14				
Recruitment	Contact Person	Address	Telephone	Did Recruitment
Source Name			Number	Source Request
				Notification?
WCCO.COM	Toby Collodora	90 South 11 th Street,	612-339-4444	N/A
		Mpls, MN 55403		
Arbita (America's	CBS	Kenexa Applicant		N/A
Job Exchange,		Tracking System		
Google Base)				
Job Bank	Jim Korkki	300 N. Robert St.,	651-296-8400	No
		St. Paul, MN 55101	www.mnworks.org	
American Women	Catherine	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
In Radio & TV	Flaherty			
Metropolitan State	Carol Lowe	700 e. 7 th St., St. Paul,	651-723-1200	No
University		MN 55106		
Minneapolis Urban	Steve Robinson	2000 Plymouth Ave.	612-827-9272	Yes
League		North, Mpls, MN 55411	Ext. 136	
University of St.	Ginny Nelson	2115 Summit Ave.,	651-962-7871	No
Thomas Career		# 5020, St. Paul, MN		
Services		55105		
Minnesota	Linda Lasere	3033 Excelsior Blvd.,	612-926-8123	No
Broadcasters		Minneapolis, MN		
Association		55416		
Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Consultant				
Hmong Television	Kev Koom Siab	www.kevkoomsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Counselors, Inc.				
Rayford Davis	Burnsville/	Rayford.davisci.burnsville.mn.us	EMAIL ONLY	Yes
	Eagan			
	Community TV			

5) Job Title: Reporter Vacancy # 15 **Recruitment Source(s) of Hiree: Station Job Board**

Vacancy # 15				
Recruitment Source	Contact Person	Address	Telephone	Did Recruitment
Name			Number	Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th St.,	612-339-4444	N/A
		Mpls, MN 55403		
Arbita (America's	CBS	Kenexa Applicant		N/A
Job Exchange,		Tracking System		
Google Base)				
American Women	Catherine	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
In Radio &	Flaherty			
Television				
Minneapolis Urban	Steve Robinson	2000 Plymouth Ave. N.,		Yes
League		Mpls, MN 55411	Ext. 136	
National Association	Marco Botero	1000 National Press	202-662-7147	No
Of Hispanic		Bldg., Washington, DC		
Journalists		20045		
Minnesota	Linda Lasere	3033 Excelsior Blvd.,	612-926-8123	No
Broadcasters		Minneapolis, MN		
Association		55416		
Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Consultant				
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Brown College	Amber Luckie	aluckieparks@browncollege.edu	651-905-3465	Yes
Television & Digital				
Photography Career				
Services				
National Association	Maria Reeve	345 Cedar, St. Paul,	651-228-5562	No
Of Black Journalists		MN 55102		
Metropolitan State	Carol Lowe	700 E. 7 th St.,	651-793-1200	No
University		St. Paul, MN 55106		
Native American	Lynn Warren	Box 83111,	402-472-3522	No
Public Broadcasting		Lincoln, NE 68501		
Consortium				

5) Job Title: Reporter Vacancy # 16

Recruitment Source NameContact Person NameAddressTelephone NumberDid Recruitment Source Request Notification?WCCO.COMToby Collodora Muse90 South 11 th St., Mpls, MN 55403612-339-4444N/AArbita (America's Job Exchange, Google Base)CBSKenexa Applicant Tracking SystemN/AAmerican Women In Radio & TVCatherine Flahertyflaherty@moneymailer.com N.Mpls, MN 55411EMAIL ONLY Ext. 136NoMinneapolis Urban LeagueSteve Robinson National Association Of Hispanic JournalistsSteve Robinson Bldg., Washington,DC 20045202-662-7147 S033 Excelsior Blvd., Minneapolis, MN S5416No	Vacancy # 16				
Image: section of this panelImage: section of this panelNotification?WCCO.COMToby Collodora90 South 11th St., Mpls, MN 55403612-339-4444N/AArbita (America's Job Exchange, Google Base)CBSKenexa Applicant Tracking SystemN/AAmerican Women In Radio & TVCatherinecflahertv@moneymailer.com In Radio & TVN/AMinneapolis Urban LeagueSteve Robinson2000 Plymouth Ave. N., Mpls, MN 55411612-827-7292 Ext. 136YesNational Association Of Hispanic JournalistsMarco Botero1000 National Press 20045202-662-7147NoMinneapolis Urban Steve RobinsonSteve Robinson20045NoImage: section of thispanic 20045NoMinnesota Broadcasters AssociationLinda Lasere3033 Excelsior Blvd., Minneapolis, MN 55416612-926-8123No	Recruitment Source	Contact Person	Address	-	Did Recruitment
WCCO.COMToby Collodora90 South 11th St., Mpls, MN 55403612-339-4444N/AArbita (America's Job Exchange, Google Base)CBSKenexa Applicant Tracking SystemN/AAmerican Women In Radio & TVCatherine FlahertyEffaherty@moneymailer.com FlahertyEMAIL ONLYNoMinneapolis Urban LeagueSteve Robinson2000 Plymouth Ave. N., Mpls, MN 55411612-827-7292 Ext. 136YesNational Association Of Hispanic JournalistsMarco Botero1000 National Press Bldg., Washington,DC 20045202-662-7147NoMinnesota Broadcasters AssociationLinda Lasere3033 Excelsior Blvd., Minneapolis, MN 55416612-926-8123No	Name			Number	Source Request
Image: mark with the section of the space					Notification?
Image: mark with the section of the space	WCCO.COM	Toby Collodora	90 South 11 th St.,	612-339-4444	N/A
Job Exchange, Google Base)Tracking SystemIn Constant of Constant			Mpls, MN 55403		
Google Base)Image: Catherine FlahertyImage: Catherine Flaherty <td>Arbita (America's</td> <td>CBS</td> <td>Kenexa Applicant</td> <td></td> <td>N/A</td>	Arbita (America's	CBS	Kenexa Applicant		N/A
American Women In Radio & TVCatherine Flahertycflaherty@moneymailer.com FlahertyEMAIL ONLYNoMinneapolis Urban LeagueSteve Robinson2000 Plymouth Ave. N., Mpls, MN 55411612-827-7292 Ext. 136YesNational Association Of Hispanic JournalistsMarco Botero1000 National Press Bldg., Washington,DC 20045202-662-7147NoMinnesota Broadcasters AssociationLinda Lasere3033 Excelsior Blvd., Minneapolis, MN 55416612-926-8123No	Job Exchange,		Tracking System		
Innertean (FonterOutperfunctionOutperfunctionDefinition (Figure 1)In Radio & TVFlaherty	Google Base)				
Minneapolis Urban LeagueSteve Robinson N., Mpls, MN 554112000 Plymouth Ave. Ext. 136612-827-7292 Ext. 136YesNational Association Of Hispanic JournalistsMarco Botero Bldg., Washington,DC 20045202-662-7147NoMinnesota Broadcasters AssociationLinda Lasere Steve3033 Excelsior Blvd., Minneapolis, MN612-926-8123No	American Women	Catherine	<u>cflaherty@moneymailer.com</u>	EMAIL ONLY	No
LeagueN., Mpls, MN 55411Ext. 136National AssociationMarco Botero1000 National Press202-662-7147NoOf HispanicBldg., Washington,DC20045Journalists20045MinnesotaLinda Lasere3033 Excelsior Blvd., Minneapolis, MN612-926-8123NoAssociation55416	In Radio & TV	Flaherty			
National AssociationMarco Botero1000 National Press202-662-7147NoOf HispanicBldg., Washington, DC20045	Minneapolis Urban	Steve Robinson	2000 Plymouth Ave.	612-827-7292	Yes
Of Hispanic JournalistsBldg., Washington,DC 20045Image: Constant of the sector of the	League		N., Mpls, MN 55411	Ext. 136	
Journalists20045MinnesotaLinda Lasere3033 Excelsior Blvd., Minneapolis, MN612-926-8123NoAssociation55416	National Association	Marco Botero	1000 National Press	202-662-7147	No
Minnesota Broadcasters AssociationLinda Lasere Minneapolis, MN 554163033 Excelsior Blvd., 612-926-8123612-926-8123No	Of Hispanic		Bldg., Washington, DC		
BroadcastersMinneapolis, MNAssociation55416	Journalists		20045		
Association 55416	Minnesota	Linda Lasere	3033 Excelsior Blvd.,	612-926-8123	No
	Broadcasters		_ /		
	Association				
RehabilitationDuane Helledhelle@mail.intracorp.comEMAIL ONLYYes	Rehabilitation	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Consultant	Consultant				
Hmong Television Mitch Lee mitchlee@comcast.net EMAIL ONLY Yes	Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
National Association Maria Reeve 345 Cedar, St. Paul, 651-228-5562 No	National Association	Maria Reeve	345 Cedar, St. Paul,	651-228-5562	No
Of Black Journalists MN 55102	Of Black Journalists				
Metropolitan StateCarol Lowe700 E. 7th St., St. Paul,651-793-1200No	Metropolitan State	Carol Lowe	700 E. 7 th St., St. Paul,	651-793-1200	No
University MN 55107	University		MN 55107		
Native AmericanLynn WarrenBox 83111, Lincoln,402-472-3522No	Native American	Lynn Warren	Box 83111, Lincoln,	402-472-3522	No
Public Broadcasting NE 68501	Public Broadcasting		NE 68501		
Consortium	Consortium				

5) Job Title: Reporter Vacancy # 17

Vacancy # 17				
Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th 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	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	mitchlee@comcast.net	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. 7 th 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 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, 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	dhelle@mail.intracorp.com	EMAIL ONLY	No
Hmong Television	Mitch Lee	mitchlee@comcast.net	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. 7 th 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 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
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	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	aluckieparks@browncollege.edu	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

Vacancy # 20				
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	kevkoomsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	<u>rayford.davis@ci.burnsville.mn.us</u>	EMAIL ONLY	Yes

5) Job Title: Account Executive Recruitment Source(s) of Hiree: Employee Referral Vacancy # 20

Job Title: Senior Designer Vacancy # 21

Referral Source(s) of Hiree: CBS Employee Referral

Vacancy # 21				
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
American Women In Radio & Television	Catherine Flaherty	<u>cflaherty@moneymailer.com</u>	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	612-827-9272 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	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	aluckieparks@browncollege.edu	651-905-3465	Yes

Minnesota Broadcasters Association Job Bank Mailing List <u>College/EEO/Private Schools</u>

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

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, KOKK, KSKK, KXKK 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, KJJK 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. KOYB 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 Mahnomen 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 KKSR FM 96.7** KKOK FM, KMRS FM KKMS, KYCR, WWTC **KKWQ FM 92.5** KLCI, WQPM KLBB, KLBP, WMNN KKWS, KNSP, KWAD KLCX, KOLM, KWWK **KLFD AM 1410** KLFN, KOLV, KQIC, KWLM KLGR AM/FM KLKS 104.3 KLOL KLQP FM 92.1 KLSE, KZSE KLTA, KPFX, KQWB, KVOX KLZZ, KMXK, KXSS, WJON, WWJO KMFG, WMFG AM/FM, WNMT, WTBX, WUSZ KMFX, KNFX, KRCH, KWEB KMFY, KOZY KMGK FM 107.1 **KMOJ FM 89.9** KMSP Channel 9 KMSU, KMSK

Minneapolis Business College Minneapolis College of Art and Design Minnesota Public Radio Minnesota Resource Center Minnesota School of Business-Richfield Minnesota School of Business-Brooklyn Center Minnesota State College- Southeast Technical-Red Wing Minnesota State College- Southeast Technical-Winona Minnesota State University, Moorhead Minnesota State Community and Technical College-Detroit Lakes Minnesota State Community and Technical College-Fergus Falls Minnesota State Community and Technical College-Moorhead Minnesota State Community and Technical College-Wadena Minnesota West Community & Technical College-Canby Minnesota West Community & Technical College-Granite Falls Minnesota West Community & Technical College-Jackson Minnesota West Community & Technical College-Pipestone Minnesota West Community & Technical College-Worthington MN Cooperation Officer MN Diversified Industries MN Teamsters Service Bureau MN Vocational Association MW Persons and Associates Inc National Federation of the Blind of MN New Directions/Otter Tail-Wadena CAC, Inc Newgate Education and Research Center, Inc Normandale Community College-Bloomington North American Training Institute North Central Career Development Center North Central University North Hennepin Community College Northland Community & Technical College-Thief river Falls Northland Community & Technical College - East Grand Forks Northwest Indian OIC, Inc. Northwest Technical College Northwest Technical Institute Northwestern College Oak Hills Christian College Oakland Area Learning Center Occupational Development Center, Inc. **Opportunity Partners Opportunity Services Inc.** Pine Habilitation and Supported Employment (PHASE) Pine Technical College Project SOAR of Northeastern MN, Inc. Prosource Educational Services. Inc Quality Career Services, Inc. Rainy River Community College Ramsey Action Programs, Inc. Rasmussen College- Mankato Campus

KMWB Channel 23 KNOF FM 95.3 KQAD **KNSI AM 1450** KNUJ FM 107.3 KNSR, KSJR KNUJ AM 860 KNXR, KRPR KPXM Channel 41 **KQAL FM 89.5 KOPR FM 96.1** KODS Channel 21 **KQEG FM 102.7 KRBI AM/FM** KRBT, WEVE **KRCQ FM 102.3** KRFO AM/FM **KRJB FM 106.3 KRJM FM 101.5 KRLX FM 88.1** KROC AM/FM, KYBA KROX AM 1260 **KRSW FM 89.3** KRWB AM 1410 KRWC AM 1360 **KRVY FM 97.3** KSAX Channel 42 KSMN Channel 20/15 KSTP FM KSTP Channel 5/50 KSRQ FM 90.1 KTCA/KTCI 16/17 **KTIS AM/FM KTTB FM 96.3** KTTC Channel 10/36 KUMD FM 103.3 **KUMM FM 89.7** KUOM AM/FM KFIL. **KVSC FM 88.1** KWCM Channel 10 KWOM AM KXLP, KYSM AM/FM **KXLT Channel 47** KXRA AM/FM, KXRZ **KYMN AM 1080** WCCO AM 830 WCCO Channel 4 WCMP AM/FM 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

Name of Hiree	Name of Recruitment Source	
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:

Recruitment Source N	Number of Interviewees Referred
Station Website	35
WCCO Employee Referral	11
CBS Employee Referral	4
Station Job Board	8
Self	5
Creative Hotlist/Communications A	rts 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	Date	Personnel Involved
Measures		(Name and Position)
Media Sponsor-Martin Luther	January 17, 2010	Ann Ouellette, Controller
King, Jr. Holiday Diversity Job		Barb Tveit, Accountant
Fair		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	Date	Personnel Involved
Measures		(Name and Position)
1. Internship program for college	Ongoing	Kiki Rosatti, Director of
credit. On-going internship		Communications & Content
program which places interns in		
All departments within the station		
including News, Marketing,		
Community Relations and Sales.		
2. Emma Bowen Foundation.	Ongoing	Kiki Rosatti, Director of
National program established locally,		Communications & Content
Specifically American Indians.		

(c) Participation in Events

Description of Recruitment	Date	Personnel Involved
Measure		(Name and Position)
1. Minnesota Department of Human	December 3, 2010	Angela Davis, News Anchor
Rights 2010 Human Rights Day		emceed the event.
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.		
2. Supporting Sponsor, United Negro	February 18, 2011	Brien Kennedy, Vice President &
College Fund of Minnesota Leaders'		General Manager
Luncheon on Education. The event		Mike Caputa, News Director
highlighted critical issues that will be		Kiki Rosatti, Director of
the focus of the ongoing commitment		Communications & Content
to minority education.		

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.	April 17, 2011	Jason DeRusha, Reporter/Anchor emceed the event.
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.	May 3, 2011	Angela Davis, News Anchor emceed the event.
5. Minneapolis Urban League's "Gateway to Opportunity" event.	May 18, 2011	Brien Kennedy, Vice President & General Manager Mike Caputa, News Director Ann Ouellette, Controller Angela Davis, News Anchor emceed the event
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.	June 18, 2011	Liz Collin, News Anchor emceed the event.
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.	July 14, 2011	Liz Collin, News Anchor Emceed the event
8. Opportunity Partners event honoring Businesses who hire people with disabilities.	November 1, 2011	Frank Vascellaro, News Anchor emceed the event.
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.	November 11, 2011	Jason DeRusha, Reporter/Anchor hosted their annual fundraising event.

(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