

EEO PUBLIC FILE REPORT

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

1) Employment Unit: CBS BROADCASTING INC

2) Unit Members (Stations and Communities of License): WCCO-TV Minneapolis/KCCO-TV/Alexandria/KCCW 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. Account Executive
2. Digital Operations Specialist
3. Executive Producer
4. News Producer
5. Photojournalist
6. Web Content Manager
7. Web Producer
8. News Producer
9. Account Executive
10. Maintenance Technician
11. Web Producer
12. Digital Operations Specialist
13. Photojournalist
14. Receptionist/Customer Service Representative
15. Account Executive
16. Photojournalist
17. Local Sales Manager
18. Reporter
19. Anchor/Reporter
20. Account Executive
21. National Sales Manager
22. Business Development Manager
23. Assignment Editor
24. Account Executive

**5) Job Title: Account Executive: Recruitment Source(s) of Hiree: Outside Referral
Vacancy #1**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th St., Minneapolis, 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	EMAIL ONLY www.mnworks.org	No
American Women in Radio & Television	Catherine Flaherty	cflaherty@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 *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465	Yes
Metropolitan State University	Carol Lowe	700 E. 7 th St., St. Paul, MN 55106	651-793-1200	No
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	651-962-7871	No

5) Job Title: Digital Operations Specialist: Recruitment Source(s) of Hiree: Station Job Board Vacancy #2

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification ?
WCCO.COM	Toby Collodora	90 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, Linkedin Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
Minnesota Interactive Marketing Association	Job Postings	www.mima.org/jobs	EMAIL ONLY	No
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	EMAIL ONLY www.mnworks.org	No
American Women in Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	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
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	1440 Northland Drive, Mendota Heights, MN 55120	EMAIL ONLY	Yes

**5) Job Title: Executive Producer: Recruitment Source(s) of Hiree: Station Website
Vacancy #3**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	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. North, Minneapolis, 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
Native American Public Broadcasting Consortium	Lynn Warren	PO 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
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 55120	651-905-3465	Yes

**5) Job Title: News Producer: Recruitment Source(s) of Hiree: Station Website
Vacancy #4**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Alison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	cmflaherty@moneymailer.com	EMAIL ONLY	NO
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, 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	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	mitchlee@comcast.net	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 55120	EMAIL ONLY	Yes

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

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/Z
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	cmflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, 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	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Mitch lee	mitchlee@comcast.net	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 55120	EMAIL ONLY	Yes
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
National Association of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No

5) Job Title: Web Content Manager: Recruitment Source(s) of Hiree: Station Job Board
Vacancy #6

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
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	cmflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. North, Minneapolis, MN 55411	612-927-9272 Ext. 136	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
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
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	EMAIL ONLY www.mnworks.org	No

**5) Job Title: Web Producer: Recruitment Source(s) of Hiree: Employee Referral
Vacancy # 7**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Allison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	EMAIL ONLY www.mnworks.org	No
American Women in Radio & Television	Catherine Flaherty	cmflaherty@moneymailer.com	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 554116	612-927-9272 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	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	mitchlee@comcast.net	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 55120	aluckieparks@browncollege.edu	Yes

**5) Job Title: News Producer: Recruitment Source(s) of Hire: Station Website
Vacancy # 8**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.Com	Allison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	cmflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. North, Minneapolis, MN 55411	612-927-9272 Ext. 136	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-661-7147	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
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 55120	aluckieparks@browncollege.edu	Yes

**5) Job Title: Account Executive: Recruitment Source(s) of Hiree: Employee Referral
Vacancy # 9**

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
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	EMAIL ONLY www.mnworks.org	No
American Women in Radio & Television	Catherine Flaherty	cmflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. North, Minneapolis, MN 55411	612-927-9272 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
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55105	651-793-1200	No
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., #5020, St. Paul, MN 55105	651-962-6761	No
Brown College Television & Digital Photography/Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	aluckieparks@browncollege.edu	Yes

**5) Job Title: Maintenance Technician: Recruitment Source(s) of Hiree: Employee Referral
Vacancy #10**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Allison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (Simply Hired, Indeed, Lycos Classifieds, OLX Classifieds, Oodle, LinkedIn, Zoominfo, Juju, Spoke,	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. North, Minneapolis, MN 55411	612-927-9272 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
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes

5) Job Title: Web Producer: Recruitment Source(s) of Hiree: Station Website
Vacancy # 11

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
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	EMAIL ONLY www.mnworks.org	No
American Women in Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. North, Minneapolis, MN 5511	612-927-9272 Ext. 136	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-661-7147	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
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 55120	aluckeparks@browncollege.edu	Yes

**5) Job Title: Digital Operations Specialist: Recruitment Source(s) of Hiree: Station Website
Vacancy #12**

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
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A`
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	EMAIL ONLY www.mnworks.org	No
American Women in Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. North, Minneapolis, MN 55411	612-927-9272 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	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Metropolitan State University	Carol Lowe	700 E. 7 th St., St. Paul, MN 55106	651-793-1200	No
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	aluckieparks@browncollege.edu	Yes
Minnesota Interactive Marketing Association Website	Job Postings	www.mima.org/jobs	EMAIL ONLY	No

**5) Job Title: Photojournalist: Recruitment Source(s) of Hiree: Station Website
Vacancy # 13**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Mpl, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	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. North, Minneapolis, MN 55411	612-927-9272 Ext. 136	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-661-7147	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	Dhell3@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
National Association of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	aluckieparks@browncollege.edu	Yes

**5) Job Title: Receptionist/Customer Service Rep.: Recruitment Source(s) of Hiree: Station Website
Vacancy # 14**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Allison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	EMAIL ONLY www.mnworks.org	No
American Women in Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Aveue North, Minneapolis, MN 55411	612-927-9272 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
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	aluckieparks@browncollege.edu	Yes
Women Venture	Job Board	2324 University Ave., St. Paul, MN 55114	651-646-3808	No
Centro Cultural Chicano	Luis Saenz	1915 Chicago Ave. S., Minneapolis, MN 55404	612-874-1412	No
Center for Asian & Pacific Islanders	Julie Honerbrink	3702 E. Lake St., #200, Minneapolis, MN 55406	612-721-0122	No

Minneapolis American Indian Center	Terry Cox	1530 Franklin Ave. E., Minneapolis, MN 55404	612-871-4555	No
Minnesota Indian Resource Center	Julie Robles	2300 15th Ave. S., Minneapolis, MN 55404	612-728-2000	No
Upper Midwest American Indian Center	Gertrude Buckanaga	1113 West Broadway, Minneapolis, MN 55411	612-522-4436	No
Working Opportunities for Women	Job Postings	1295 Bandana Blvd., St. Paul, MN 55108	651-647-9961	No
Jewish Vocational Services	Job Postings	13100 Wayzata Blvd., Minneapolis, MN 55305	952-591-0303	No
American Indian OIC	Dawn Paro	1845 E. Franklin Ave., Minneapolis, MN 55404	EMAIL ONLY dawn@aioic.org	No

**5) Job Title: Account Executive: Recruitment Source(s) of Hiree: Employee Referral
Vacancy # 15**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Allison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, Linkedin Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	EMAIL ONLY WWW.MNWORKS.ORG	No
American Women in Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Avenue North, Minneapolis, Mn 55411	612-927-9272 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
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., #5020, St. Paul, MN 55105	651-962-6761	No
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	Aluckieparks&browncollege.edu	yES

5) Job Title: Photojournalist: Recruitment Source(s) of Hire: Station Website
Vacancy # 16

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
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	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 Avenue North, Minneapolis, MN 55411	612-927-9272 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 55415	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
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	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
Brown College Television & Digital	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 5512-	aluckieparks@browncollege.edu	Yes

Photography Career Services				
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**5) Job Title: Local Sales Manager: Recruitment Source(s) of Hiree: Station Job Board
Vacancy # 17**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Allison Lorge	90 South 11 th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	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 Avenue North, Minneapolis, MN 55411	612-927-9272 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	sfderus@mn.rr.com	EMAIL ONLY	Yes

5) Job Title: Reporter: Recruitment Source of Hiree: Employee Referral
Vacancy # 18

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Allison Lorge	90 South 11 th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	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 Avenue North, Minneapolis, MN 55411	612-927-9272 Ext. 136	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC 20045	202-662-7147	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
National Association of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	Pioneer Press 651-228-5562	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	No
Hmong Television	Mitch Lee	mitchlee@comcast.net	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 55120	alulckieparks@browncollege.edu	Yes

**5) Job Title: Anchor/Reporter: Recruitment Source(s) of Hire: Employee Referral
Vacancy # 19**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Allison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	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 Avenue North, Minneapolis, MN 55411	612-927-9272 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
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes

**5) Job Title: Account Executive: Recruitment Source(s) of Hiree: Station Job Board
Vacancy #20**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Allison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
MionnesotaWorks.net	Julie Toskey	332 Minnesota St., Suite E200, St. Paul, MN 55101	651-259-7500 651-259-7114	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
University of St. Thomas Career Services	Career Services	2115 Summit Ave., Mail #5020, St. Paul, MN 55105	651-962-6761	No

**5) Job Title: National Sales Manager: Recruitment Source(s) of Hiree: Station Job Board
Vacancy # 21**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Alison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A

**5) Job Title: Business Development Manager: Recruitment source of hire: Station website
Vacancy # 22**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Alison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
Employment Action Center-Resource, Inc.	Mark Struthers	6715 Minnetonka Blvd. #212	612-752-8488	No
MinnesotaWorks.net	Julie Toskey	332 Minnesota St., Suite E200, St. Paul, MN 55101	651-259-7500	No
Alliance For Women In Media-MN	Catherine Flaherty	cflaherty@moneymail.com	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3167	Yes
Jewish Vocational Services	Janet Flam	13100 Wayzata Blvd., Minneapolis, MN 55305	952-591-0300	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	952-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Minnesota Women's Consortium	Lorraine	550 Rice St., St. Paul, MN 55103	651-228-0338	No

5) Job Title: Assignment Editor Recruitment source of hiree: Station website
 Vacancy # 23

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Alison Lorge	90 South 11 th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
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	Yes
Hmong Television	Mitch Lee	mitchlee@comcast.net	EMAIL ONLY	Yes
Employment Action Center-Resource, Inc.	Mark Struthers	6715 Minnetonka Blvd. #212	612-752-8488	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3167	Yes
Jewish Vocational Services	Janet Flam	13100 Wayzata Blvd., Minneapolis, MN 55305	952-591-0300	No
Minnesota Women's Consortium	Lorraine	550 Rice St., St. Paul, MN 55103	651-228-0338	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	952-926-8123	No
Alliance For Women In Media-MN	Catherine Flaherty	cflaherty@moneymail.com	EMAIL ONLY	No

**5) Job Title: Account Executive: Recruitment Source(s) of Hiree: Station Job Board
Vacancy #24**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Allison Lorge	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
First Advantage Board Network (SimplyHired, Indeed, Lycos Classifieds, OLX Classifieds, oodle, LinkedIn Web, Zoominfo, Juju, Spoke, HR.com, Jobirn.com, JustJobs	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	cflaherty@moneymailer.com	EMAIL ONLY	No
MionnesotaWorks.net	Julie Toskey	332 Minnesota St., Suite E200, St. Paul, MN 55101	651-259-7500 651-259-7114	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
University of St. Thomas Career Services	Career Services	2115 Summit Ave., Mail #5020, St. Paul, MN 55105	651-962-6761	No

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

College/EEO/Private Schools	Stations
Ability Building Center	KAAL Channel 6
Academy College	KADU FM 90.1
	KAGE AM/FM, KHME, KWNO
Access	AM/FM
AccessAbility	KARE Channel 11
Adult Client Training Service	KAKK, KBKK, KDKK, KPRM, KQKK, KSKK, KXXX
Adult Training & Habilitation Center	KAOD FM 106.7
Alexandria Technical College	KAUS AM/FM
Alliance of the Streets	KARL, KARZ, KKCK, KMHL
Alto Consulting and Training	KARP, KDUZ
American Council of the Blind of MN	KASM, KDDG
American Indian OIC School of Business and Office Technology	KATE, KCPI
Amputee Resource Foundation of America	KBEM FM 88.5
Anoka Ramsey Community College-Cambridge	KBAJ, KQDS
Anoka Ramsey Community College-Coon Rapids	Kawe Channel 9/22
Argosy University-Twin Cities	KBGY, WLKX
Augsburg College	KBEW AM/FM
Auto Technical, Inc.	KBHW, KXBR
Bemidji State University	KBHL FM 103.9
Benilde-St. Margaret's School	KBHP, KBUN, KKZY, KLLZ
Bethany Lutheran College	KBJR Channel 6
Bethel College	KBMW, KGWB
Brainco-The Minneapolis School of Advertising, Design, and Interactive Studies	KBMO, KSCR
Brown Institute	KBMX, KKCB, KLDJ, WEBC
Building for Women	KBOT, KDLM
Capella University	KBPR, KNBK, KCRB
Cardinal Stritch University	KBRF, KJKK AM/FM, KPRW, KZCR
Carlton College	KBRR/KVRR TV 15
Carver County Workforce Center	KBSB FM 89.7
Cedar Valley Service Inc. Alpha Program	KCHK, KRDS
Cedar Valley Services, Inc	KCAJ FM 102.1
Central Lakes College-Brainerd	KCCD FM, KCCM FM
	KCNN, KNOX AM/FM, KYCK,
	KZLT
Central Lakes College-Staples	KCFB, KTIG, WZFJ
Central MN Jobs & Training Services	KCGN FM 101.5
Century College	KCUE, KLCH, KWNG
Chippewa Enterprises, Inc.	KCLD FM 104.7
Choice Unlimited	KCLH, KQYB
Clay County Supportive Training Service	KQRS, KXXR, WGVX, WGVY,
	WGVZ
College of St. Benedict	KDAL AM/FM, KRBR, KTCO, KXTP, WDSM
St. Catherine University	KDIO, KPHR
College of St. Scholastica	KDHL, KQCL
Concordia College, Moorhead	KDJS AM/FM
Concordia University, St. Paul	KDMA, KKRC, KMGM
Confederation of Somali Community in MN	KDNI, KDNW
Crossroads College	KDOG, KRRW, KTOE, KXAC
Crown College	KDOM AM/FM
Dakota County Technical College	KDWB, KEEY, KFAN, KFXN, KJZI, KQQL, KTCZ
Dunwoody College of Technology	KDWA AM 1460
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
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

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, KNSP, KWAD
KLCX, KOLM, KWWK
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
KMWB Channel 23
KNOF FM 95.3
KQAD
KNSI AM 1450
KNUJ FM 107.3
KNSR, KSJR
KNUJ AM 860
KNXR, KRPR

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
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

KPXM Channel 41
KQAL FM 89.5
KQPR FM 96.1
KQDS 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
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

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

KSTP AM 1500
KBEK

6) Hiree Recruitment Source Summary

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
Account Executive	Outside Referral
Digital Operations Specialist	Station Website
Executive Producer	Station Website
News Producer	Station Website
Photojournalist	Station Job Board
Web Content Manager	Station Job Board
Web Producer	Station Job Board
News Producer	Station Website
Account Executive	Employee Referral
Maintenance Technician	Employee Referral
Web Producer	Station Website
Digital Operations Specialist	Station Website
Photojournalist	Station Website
Receptionist/Customer Service Rep	Station Website
Account Executive	Employee Referral
Photojournalist	Station Website
Local Sales Manager	Station Job Board
Reporter	Employee Referral
Anchor/Reporter	Employee Referral
Account Executive	Station Job Board
National Sales Manager	Station Job Board
Business Development Manager	Station Website
Assignment Editor	Station Website
Account Executive	Station Website

Total # of Interviewees Referred by Each Source: For the period 12/1/11-11/30/12, this Employment Unit interviewed 24 interviewees for full-time job vacancies. These Interviewees were referred by the following Sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
Outside Referral	1
CBS Referral	-
Station Website	12
Self	-
Employee Referral	5
Minnesota Interactive Marketing Association Website	-
Station Job Board	6

7) Supplemental Recruitment Measures

(a) Job Fairs

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
Multicultural Forum on Workplace Diversity Career Fair. For the past 23 years, the Multicultural Forum on Workplace Diversity has provided information and resources that organizations need to successfully enhance workforce diversity. Through the Career Fair, the conference provides employees access to a talent pool of diverse professionals.	March 21, 2012	Ann Ouellette, Controller Barb Tveit, Payroll Administrator

(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 for American Indians	Ongoing	Kiki Rosatti, Director of Communications & Content.

(c) Participation in Events

Description of Recruitment Measure	Date	Personnel Involved (Name and Position)
Minneapolis Department of civil Rights hosted a conference to address reports of racial and ethnic disparities in the Minneapolis/St. Paul Metro area. More than 200 civil/human rights professionals, advocacy organizations, community leaders, elected officials, law firms, corporations, educators, students, nonprofit organizations and local business owners were challenged to act consistently to close the gap.	December 2, 2011	Reg Chapman, Reporter Emceed the event

<p>22nd Annual Dr. Martin Luther King, Jr. Holiday breakfast, sponsored by the General Mills Foundation and UNCF, was attended by 2,000 people. Keynote speaker and human rights activist, Naomi Tutu, is the daughter of South African Archbishop Emeritus Desmond Tutu.</p>	<p>January 16, 2012</p>	<p>Mike Caputa, News Director</p>
<p>Maxfield Elementary Magnet School 6th graders are embarking on a new style of learning. It is focused around asking questions and exploring answers, rather than just memorizing. The school wants its students, 99% who are on free or reduced lunch, and 85% of whom are minorities, to have a chance to consider that they may be able to have a future as a television journalist.</p>	<p>January 13, 2012</p>	<p>Jason DeRusha, Reporter/Anchor spoke to the students</p>
<p>Co Sponsor ,United Negro Fund (UNCF) Leaders' Luncheon at the State Department.</p>	<p>February 16, 2012</p>	<p>Brien Kennedy, Vice President/General Manager Kiki Rosatti, Director of Communication & Content Mike Caputa, News Director Sonya Goins, Producer Angela Davis, Reporter/Anchor Reg Chapman, Reporter Justin Surrency, Assignment Editor Michelle Redberg, Business Development Coordinator</p>
<p>International Visitor Leadership Program. Emerging leaders from around the world are invited to the U.S. for short-term visits as guests of the State Department. They visit cities throughout the U.S. to meet with their professional counterparts.</p>	<p>June 18, 2012</p>	<p>Liz Collin, Anchor/Investigative Reporter, provided a shadowing opportunity for 3 journalists (from Bangladesh, Costa Rica and Macedonia) to examine investigative journalism in the U.S.</p>
<p>American Indian College Fund annual Flame of Hope Gala. The event raises funds for scholarships for American Indian college students attending tribal colleges and universities. The American Indian College Fund provides on average, 3500 students with scholarships. The event helps build greater awareness about the American Indian students and the tribal colleges and universities they serve.</p>	<p>October 11, 2012</p>	<p>Brien Kennedy, Vice President, General Manager Kiki Rosatti, Director of Communications & Content Michelle Redberg, Account Executive Cole Premo, Web Producer Mona Marozas, News Apprentice</p>
<p>4th World Conference on Remedies to Racial and Ethnic Economic Equality. This was a 3-day conference at the</p>	<p>October 12, 2012</p>	<p>Mike Caputa, News Director Edward Moody, Reporter Angela Davis, Anchor/Reporter emceed the event.</p>

Humphrey School of Public Affairs at the University of Minnesota. The final session featured Ben Jealous, National President of the NAACP who delivered the keynote address		
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(d) Training Management Personnel

Description of Recruitment Measure	Date	Describe
1. Sexual Harassment/And Discrimination training for all new employees	ongoing	Web-based training
2. Prevent Harassment at CBS Corporation, Eye on Ethics for all employees	Ongoing	ongoing
3. Business Conduct Statement training for all employees	Ongoing	Web-based training