

**EEO PUBLIC FILE REPORT**

This report covers full-time recruitment data for the period December 1, 2021 to November 20, 2022.

1) Employment Unit: CBS BROADCASTING INC.

2) Unit Members (Stations and Communities of License): WCCO-TV Minneapolis, MN/KCCW-TV/Walker, MN

3) EEO Contact for unit Member:

<b>Mailing Address:</b>	<b>Telephone Number: 612-339-4444</b>
<b>90 S. 11<sup>th</sup> Street</b>	<b>Contact Person: Kristine Volkman</b>
<b>Minneapolis, MN 55403</b>	<b>Email Address: <a href="mailto:kvolkman@wcco.cbs.com">kvolkman@wcco.cbs.com</a></b>

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

Job Title	Job Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
Producer	1-23; 27-34; 36	Employee referral
Account Executive	1-23; 27-34; 36	Employee referral
Director of Creative Services	1-23; 27-34; 36	Internal promotion
Administrative Assistant	1-23; 27-34; 36	Indeed
Photojournalist	1-23; 27-34; 36	Internal promotion
Digital Content Producer	1-23; 27-34; 36	Internal promotion
EP, Impacting Community	1-23; 27-34; 36	TA – Paramount recruiter
Reporter/MMJ	1-23; 27-34; 36	LinkedIn
Account Executive	1-23; 27-34; 36	Employee referral
Operations Technician	1-23; 27-34; 36	Paramount career site
Art Director	1-23; 27-34; 36	Paramount career site
Anchor/Reporter	1-23; 27-34; 36	Recruiting agency
Operations Technician	1-23; 27-34; 36	Indeed
Investigative Reporter	1-23; 27-34; 36	Paramount career site
Executive Producer	1-23; 27-34; 36	Employee referral
Creative Producer	1-23; 27-34; 36	Paramount career site
Local Sales Manager	1-23; 27-34; 36	Employee referral
News Producer/Content Producer	1-23; 27-34; 36	Recruiting agency-Talent Dynamics
Producer	1-23; 27-34; 36	Paramount career site
Digital Line Producer	1-23; 27-34; 36	Employee referral
Photographer	1-23; 27-34; 36	Employee referral

Brand Manager	1-23; 27-34; 36	Employee referral
Reporter	1-23; 27-34; 36	Paramount career site
Photographer	1-23; 27-34; 36	Paramount career site
Digital Line Producer	1-23; 27-34; 36	Employee referral
Digital Line Producer	1-23; 27-34; 36	LinkedIn
Anchor/Reporter	1-23; 27-34; 36	Recruiting agency-Joel Weisman
Photographer	1-23; 27-34; 36	LinkedIn
Reporter/MMJ	1-23; 27-34; 36	Employee referral
Assignment Editor	1-23; 27-34; 36	Internal promotion
Assignment Editor	1-23; 27-34; 36	Social media
Producer	1-23; 27-34; 36	Paramount career site
IT Manager	1-23; 27-34; 36	Indeed
Executive Producer	1-23; 27-34; 36	LinkedIn

**MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD:**

Code #	Recruitment Source Name	Contact Person	Address	Telephone Number	Interviewees Referred Total #
1	Alliance for Women in Media (AWM)	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY	
2	American Indian Industrialization Center	Dawn Paro	<a href="mailto:Dawnp@aioic.org">Dawnp@aioic.org</a>	EMAIL ONLY	
3	Asian American Press	Nghi Hyunh	<a href="http://www.aapress.com">www.aapress.com</a>	EMAIL ONLY	
4	Job Board/Social Networking site (America's Job Exchange, Indeed, Google Base, LinkedIn, Monster, Jobs in Mpls, Glassdoor)	Paramount			642
5	Bethel University	Will O'Brien	3900 Bethel Drive St Paul, MN 55112 <a href="mailto:w-obrien@bethel.edu">w-obrien@bethel.edu</a>	EMAIL ONLY	
6	Boxwood Technology Inc. (only through 9/19/16)	Keiona Davis	<a href="mailto:Keiona.davis@boxwoodtech.com">Keiona.davis@boxwoodtech.com</a>	EMAIL ONLY	
7	Brown College Television & Digital Photography Career Services	Karla Swanson	1440 Northland Dr. Mendota Heights, MN 55120 EMAIL ONLY <a href="mailto:kswanson@browncollege.edu">kswanson@browncollege.edu</a>	651-905-3465	
8	Paramount Career Sites	Paramount Career sites	Brassring.com <a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5129">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5129</a>	WEBSITE	229

9	College of St. Catherine		2004 Randolph Ave St Paul, MN 55105 <a href="mailto:askcareer@stkate.edu">askcareer@stkate.edu</a>	651-690-6000 EMAIL ONLY	
10	Direct Sourcing – contacted by Paramount Recruiter	VARIABLES			
11	Employment Action Center-Resource, Inc.	Heather Grab	<a href="mailto:hgrab@resource-mn.org">hgrab@resource-mn.org</a>	EMAIL ONLY	
12	Hmong Television (NEWS ONLY)	Mitch Lee	<a href="mailto:mitchlee@comcast.net">mitchlee@comcast.net</a>	EMAIL ONLY	
13	Internal Posting	CBS TV Stations	Bulletin Board		
14	Jewish Vocational Services – Job Postings	Janet Flam	<a href="mailto:jflam@jfcsmpls.org">jflam@jfcsmpls.org</a>	EMAIL ONLY	
15	Macalester College	JOB POSTINGS	1600 Grand Ave St Paul, MN 55105 <a href="https://macalester-csm.symplicity.com/employers/">https://macalester-csm.symplicity.com/employers/</a>	651-696-6000	
16	Metropolitan State University	Ruth Bier	700 E. 7 <sup>th</sup> St. St. Paul, MN 55106 <a href="mailto:Career.services@metrostate.edu">Career.services@metrostate.edu</a>	651-793-1200 EMAIL ONLY	
17	Minneapolis Urban League	Shawn Lewis Tabota Seyon	2000 Plymouth Ave. N. Minneapolis, MN 55411 <a href="mailto:slewis@mul.org">slewis@mul.org</a> <a href="mailto:tseyon@mul.org">tseyon@mul.org</a>	612-827-9272 Ext. 136 EMAIL ONLY	
18	Minnesota American Indian Center	Terry Cox	1530 E Franklin Ave Minneapolis, MN 55404 <a href="mailto:tcx@maicnet.org">tcx@maicnet.org</a>	612-879-1700 EMAIL ONLY	
19	Minnesota Broadcasters Association *** (see mailing list below)	Linda Lasere	3033 Excelsior Blvd. Minneapolis, MN 55416 <a href="mailto:Llasere@minnesotabroadcasters.com">Llasere@minnesotabroadcasters.com</a>	612-926-8123	
20	MN Indian Women's Resource Center	S. Kincade	<a href="mailto:skincade@miwrc.org">skincade@miwrc.org</a>	EMAIL ONLY	
21	MN Women's Consortium	JOB POSTINGS	<a href="mailto:info@mnwomen.org">info@mnwomen.org</a>	EMAIL ONLY	
22	MN Works job bank	JOB POSTINGS	300 N. Robert St. St. Paul, MN 55101 <a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a>		
23	Nat'l Assoc. of Broadcast Journalism (NABJ)		<a href="http://www.nabj.org/">http://www.nabj.org/</a>	WEBSITE & Conference	10
24	Non-CBS Employee Referral		Referral from person outside CBS; (i.e. Agent, former employee, etc.)		
25	PromaxBDA – career center	JOB POSTINGS	<a href="http://jobtarget.com/r/jobs">http://jobtarget.com/r/jobs</a>	WEBSITE ONLY	
26	Spots-N-Dots	Emily McKay	<a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>	1-888-884-2630 (x701)	1
27	Station Website: WCCO.COM	Eric Henderson	90 South 11 <sup>th</sup> St. Minneapolis, MN 55403	612-339-4444	16

29	St. Mary's University of Minnesota	R. Solberg	700 Terrace Heights Winona, MN 55987 <a href="mailto:rsolberg@smumn.edu">rsolberg@smumn.edu</a>	507-452-4430 EMAIL ONLY	
30	Three Sixty Journalism		Held at: St Thomas University	Conference	
31	University of Minnesota – Goldpass	JOB POSTINGS	<a href="https://www.myinterfase.com/goldpass/employer/home.aspx">https://www.myinterfase.com/goldpass/employer/home.aspx</a>	WEBSITE ONLY	2
32	University of St. Thomas Career Services + Annual Job Fair	JOB POSTINGS/ Job Fair	2115 Summit Ave., # 5020 St. Paul, MN 55105 <a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a>	651-962-7871 WEBSITE / JOB FAIR	1
33	University of St. Thomas Graduate Business Career Services + Annual Job Fair	Linda Sloan	<a href="mailto:lmsloan@stthomas.edu">lmsloan@stthomas.edu</a>	EMAIL / JOB FAIR	
34	University of Wisconsin Madison – School of Journalism		<a href="http://journalism.wisc.edu/career-services/for-employers/">http://journalism.wisc.edu/career-services/for-employers/</a>	WEBSITE ONLY	
35	Talent Agent / Recruiter / Head Hunter	Sue McInerney Mugo Odigwe Talent Dynamics Joel Weisman Bryan Airkens			7
36	Other (Undisclosed by applicant)				10

#### Additional Interview Referral Sources

Internal Promotion	<a href="http://www.totalrewards.paramount.com">www.totalrewards.paramount.com</a>		4
Referred by Paramount/CBS Employee	<a href="http://www.paramount.com/careers">www.paramount.com/careers</a>		50
Contacted by Paramount/CBS Recruiter	<a href="http://www.paramount.com/careers">www.paramount.com/careers</a>		26

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD:**

**998**

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

<b>College/EEO/Private Schools</b>	<b>Stations</b>
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
Anoka Technical College	KBGY, WLKX
Argosy University-Twin Cities	KB EW AM/FM
Augsburg College	KBHW, KXBR
Auto Technical, Inc.	KBHL FM 103.9
Bemidji State University	KBHP, KBUN, KKZY, KLLZ
Benilde-St. Margaret's School	KBJR Channel 6
Bethany Lutheran College	KBMW, KGWB
Bethel College	KBMO, KSCR
Brainco-The Minneapolis School of Advertising, Design, and Interactive Studies	KBMX, KKCB, KLDJ, WEBC
Brown Institute	KBOT, KDLM
Building for Women	KBPR, KNBJ, KCRB
Capella University	KBRF, KJJK AM/FM, KPRW, KZCR
Cardinal Stritch University	KBRR/KVRR TV 15
Carlton College	KBSB FM 89.7
Carver County Workforce Center	KCHK, KRDS
Cedar Valley Service Inc. Alpha Program	KCAJ FM 102.1
Cedar Valley Services, Inc	KCCD FM, KCCM FM
	KCNN, KNOX AM/FM, KYCK,
	KZLT
Central Lakes College-Brainerd	KCFB, KTIG, WZFI
Central Lakes College-Staples	KCGN FM 101.5
Central MN Jobs & Training Services	KCUE, KLCH, KWNG
Century College	KCLD FM 104.7
Chippewa Enterprises, Inc.	KCLH, KQYB
Choice Unlimited	KQRS, KXXR, WGVX, WGVY,
	WGVZ
Clay County Supportive Training Service	KDAL AM/FM, KRBR, KTCO, KXTP, WDSM
College of St. Benedict	KDIO, KPHR
St. Catherine University	KDHL, KQCL
College of St. Scholastica	

Concordia College, Moorhead  
 Concordia University, St. Paul  
 Crossroads College  
 Crown College  
 Dakota County Technical College  
 Dunwoody College of Technology  
 East Polk County DAC  
 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 Community College  
 Itasca Developmental Achievement Center, Inc  
 Jeane Thorne inc  
 Job Training Center  
 Jobs Now Coalition  
 Jobs Plus, Inc.  
 Kandi Works DAC, Inc  
 Lake Superior College  
 Lao Assistance Center of MN  
 Lao Family Community of MN  
 Learning Strategies Corporation  
 Life-Work Planning Center  
 Macalester College  
 Mahnommen 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--Eveleth  
 Mesabi Range Community & Technical College--Virginia

KDJS AM/FM  
 KDMA, KKRC, KMGM  
 KDNI, KDNW  
 KDOG, KRRW, KTOE, KXAC  
 KDOM AM/FM  
 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, KWVK  
 KLFD AM 1410  
 KLFN, KOLV, KQIC, KWLM  
 KLGR AM/FM  
 KLKS 104.3  
 KLQL  
 KLQP FM 92.1  
 KLSE, KZSE  
 KLTA, KPFX, KQWB, KVOX  
 KLZZ, KMXK, KXSS, WJON, WWJO  
 KMFG, WMFG AM/FM, WNMT,  
 WTBX, WUSZ  
 KMFX, KNFX, KRCH, KWEB

Metro Work Center, Inc.	KMFY, KOZY
Metropolitan State University	KMGK FM 107.1
Miami Ad School Minneapolis	KMOJ FM 89.9
Minneapolis American Indian Center	KMSP Channel 9
Minneapolis Business College	KMSU, KMSK
Minneapolis College of Art and Design	KMWB Channel 23
Minneapolis Community & Technical College	KNOF FM 95.3
Minnesota Public Radio	KQAD
Minnesota Resource Center	KNSI AM 1450
Minnesota School of Business-Richfield	KNUJ FM 107.3
Minnesota School of Business-Brooklyn Center	KNSR, KSJR
Minnesota State College- Southeast Technical-Red Wing	KNUJ AM 860
Minnesota State College- Southeast Technical-Winona	KNXR, KRPR
Minnesota State University--Mankato	KPXM Channel 41
Minnesota State University, Moorhead	KQAL FM 89.5
Minnesota State Community and Technical College-Detroit Lakes	KQPR FM 96.1
Minnesota State Community and Technical College-Fergus Falls	KQDS Channel 21
Minnesota State Community and Technical College-Moorhead	KQEG FM 102.7
Minnesota State Community and Technical College-Wadena	KRBI AM/FM
Minnesota West Community & Technical College-Canby	KRBT, WEVE
Minnesota West Community & Technical College-Granite Falls	KRCQ FM 102.3
Minnesota West Community & Technical College-Jackson	KRFO AM/FM
Minnesota West Community & Technical College-Pipestone	KRJB FM 106.3
Minnesota West Community & Technical College-Worthington	KRJM FM 101.5
MN Cooperation Officer	KRLX FM 88.1
MN Diversified Industries	KROC AM/FM, KYBA
MN Teamsters Service Bureau	KROX AM 1260
MN Vocational Association	KRSW FM 89.3
MW Persons and Associates Inc	KRWB AM 1410
National Federation of the Blind of MN	KRWC AM 1360
New Directions/Otter Tail-Wadena CAC, Inc	KRVY FM 97.3
Newgate Education and Research Center, Inc	KSAX Channel 42
Normandale Community College-Bloomington	KSMN Channel 20/15
North American Training Institute	KSTP FM
North Central Career Development Center	KSTP Channel 5/50
North Central University	KSRQ FM 90.1
North Hennepin Community College	KTCA/KTCI 16/17
Northland Community & Technical College-Thief river Falls	KTIS AM/FM
Northland Community & Technical College – East Grand Forks	KTTB FM 96.3
Northwest Indian OIC, Inc.	KTTC Channel 10/36
Northwest Technical College	KUMD FM 103.3
Northwest Technical Institute	KUMM FM 89.7
Northwestern College	KUOM AM/FM
Oak Hills Christian College	KFIL
Oakland Area Learning Center	KVSC FM 88.1
Occupational Development Center, Inc.	KWCM Channel 10
Opportunity Partners	KWOM AM
Opportunity Services Inc.	KXLP, KYSM AM/FM
Pine Habilitation and Supported Employment (PHASE)	KXLT Channel 47
Pine Technical College	KXRA AM/FM, KXRZ
Project SOAR of Northeastern MN, Inc.	KYMN AM 1080

Prosource Educational Services, Inc	WCCO AM 830
Quality Career Services, Inc.	WCCO Channel 4
Rainy River Community College	WCMP AM/FM
Ramsey Action Programs, Inc.	WCTS AM 1030
Rasmussen College- Mankato Campus	WDGY, WMIN
Ridgewater College-Willmar	WDIO Channel 10
Rise Habilitation Services	WDSE TV Channel 8
Riverland Community College-Albert Lea	WELY AM/FM
Rochester Community & Technical College	WEZU AM 1120
Rock County Developmental Achievement Center	WFTC Channel 29
Rural MN CEP	WBHR, WHMH, WVAL
S. Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	WIRN, WIRR, WSCD
Service Enterprises, Inc.	WKLK AM/FM, WMOZ
SOAR Career Solutions	WLTE FM 102.9
South Central Technical College-Faribault	WMCN FM 91.7
South Central Technical College-North Mankato	WWJC AM 850
Southwest MN Private Industry Council, Inc. - Marshall	WWWI AM 1270
Southwest MN Private Industry Council, Inc.-Montevideo	KDIZ
Southwest MN State University - Career Services	KSTP AM 1500
St. Cloud State University	KBEK
St. Cloud Technical College-St Cloud	
St. Mary's University of Minnesota	
St. Olaf College	
St. Paul College	
Summit Academy OIC	
Summit Academy Opportunities	
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	
Working Opportunities for Women	



**6) Hiree Recruitment Source Summary**

**Total # of Hirees Referred by Each Source: For the period 12/1/21-11/20/22, this Employment Unit hired 34 interviewees for full time job vacancies. These interviews were referred by the following Sources:**

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
Station Website/Paramount Career Site	8
Paramount Internal Posting	
Direct Sourcing/Paramount Recruitment	1
Employee Referral	10
Station Job Board	4
Job Board/Networking Site	8
MN Job works	
Minnesota Broadcasters Association	
Univ. St Thomas Website/Job Fair	
NABJ/AAJA Conference	
ThreeSixty Journalism Conference	
Talent Agent/ Head Hunter	3
Other / Undisclosed	

**7) Supplemental Recruitment Measures**

**(a) Job Fairs**

<b>Description of Recruitment Measures</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
<b>National Association of Black Journalists/National Association of Hispanic Journalists Conference –</b> Participated in conference held over three days included Assistant News Director recruiting on behalf of WCCO TV and the CBS Stations group	August 3-7, 2022	Assistant News Director General Reporter Sports Anchor/Reporter
<b>Asian American Journalists Association Conference –</b> Participated in conference held over four days with a Station Reporter representing station to recruit on behalf of WCCO TV and the CBS Stations group	July 27-30, 2022	Reporter
<b>Investigative Reporters and Editors Conference –</b> Participated in conference for Investigative Reporter and Editors was attended by 2 Station Reporters recruiting on behalf of WCCO TV as well as the CBS Stations group	June 23-26, 2022	Investigative Reporter Political Reporter
<b>Career Resource Fair –</b> Co-Sponsored career fair held at Sabathani Community Center and included information on career paths, internships, apprenticeships for marketing, IT and more.	Sep. 10, 2022	Human Resources Manager
<b>National Association of Black Journalists – Black News Channel Employees –</b> WCCO TV News Director reached out to NABJ to encourage them to share our open positions	Mar. 26, 2022	News Director

with their now former Black News Channel employees who recently found themselves jobless.		
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**(b) Internships / Apprenticeships / Mentorships**

<b>Description of Recruitment Measures</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
<b>Internship program</b> for college credit. Ongoing paid internship programs which places interns in various departments within the station including News, Sports, Community Relations, Promotions/Graphics and Digital Content.	Ongoing	Human Resources Manager

**(c) Participation in Events**

<b>Description of Event</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
<b>KMOJ Radio</b> – WCCO TV Reporter participated in the weekly public affairs show, “Urban Agenda”, focusing on the celebration of Black people and culture, examining history and its influence on the present including Reporter’s career and how she got where she is today,	Jan. 6, 2022	Anchor/Reporter
<b>University of St. Thomas</b> – WCCO TV Reporter talked with students in the 360 Journalism Program about research and interviewing. The how-tos of setting up the interview, researching the interviewee, what questions to ask and how to follow-up afterwards.	Feb. 1, 2022	Reporter
<b>University of Minnesota</b> – WCCOTV Reporter spoke to a journalism class at the U of M giving her perspective on editorial and leadership roles, anchor-producer relationships, on-air delivery tips, her first year in this market and advice on job hunting and career management.	Feb. 2, 2022	Anchor/Reporter
<b>University of Minnesota</b> – WCCO TV Operations Manager spoke to Journalism class about the role of a newscast producer at WCCO, including Q&A on both editorial and technical sides of the operation and best ways to find work in broadcast journalism	Feb. 3, 2022	Operations Manager
<b>University of Northwestern Sports PR Class</b> – Station Sports Anchor spoke to the class about his career and how he got to where he is today, with Q&A time at the end.	Feb 3, 2022	Sports Anchor
<b>Providence Academy – Journalism Class</b> – WCCO TV Anchor spoke with student about career paths in journalism today.	Feb. 15, 2022	Anchor

<b>University of St. Thomas</b> – Station Sports Anchor spoke with inner city high school students who are part of the 360 Journalism class and helped them critique their project and spoke about careers in media.	Feb. 21, 2022	Sports Anchor
<b>University of Minnesota – Radio &amp; Digital News Reporting Class</b> -WCCO TV Reporter spoke to students about television reporting skills and showcased some of her work.	Mar. 2, 2022	Reporter
<b>St. Anne’s School – Meteorological Day</b> – Students learned about meteorology with Lisa sharing her interest in meteorology, where she went to school, subjects studied and what it is like to be in broadcasting.	Mar. 21, 2022	Meteorologist
<b>Cass-Lake Bena High School</b> – this is a Career Pathways High School located on the Leech Lake Reservation. John described his job and past stories with a Q&A at the end. This student population does not have internet or cable in their homes and most only see Lakeland Public TV and WCCO for news.	Mar. 30, 2022	Reporter
<b>Midwest Journalism Conference – Covering Courts panel discussion</b> – included upcoming as well as experienced reporters. She explained how to navigate the court system, including her work on the Chauvin trial and spoke of her experiences.	Apr. 1, 2022	Anchor/Reporter
<b>Midwest Journalism Conference – Out to Out-ESPN Panel</b> –Station Reporter spoke about sports reporting, getting behind the game recaps, developing relationships with coaches and athletes and making stories interesting to a broad audience.	Apr. 1, 2022	Sports Anchor/Reporter
<b>University of St. Thomas – TommieMedia editorial meeting</b> – Station Executive Producer attended the student-run media group about multi-skilled, work/life balance and ways to maximize internships.	May 8, 2022	Executive Producer
<b>University of St. Thomas – 360 News Reporter Academy</b> – WCCO TV Reporter spoke to the students about Traditional/Legacy Media, how it works, what it is, and how stories are selected and told through this medium.	Jun. 22, 2022	Reporter
<b>Ascension Catholic School Summer Learning Program</b> –WCCO TV Anchor/Reporter discussed her career and education followed by a Q&A.	Jul. 14, 2022	Anchor/Reporter
<b>University of Minnesota</b> – Station Photojournalist, spoke with a group of students about the relationship between police and the media during our George Floyd coverage.	Sept. 8, 2022	Photojournalist
<b>University of St. Thomas 360 Journalism Academy</b> – Station Reporter worked one-on-one with a high school student with journalism aspirations. She helped her prepare questions, do the interview, write the story and produce her first news story with her.	Sept. 12, 2022	Reporter

<b>University of St. Thomas 360 Journalism Academy</b> – WCCO TV Anchor/Reporter helped high school students on how to introduce stories as anchors, including writing intros with urgency, how to use their voice, which words to emphasize and how their body language is viewed.	Sept. 12, 2022	Anchor/Reporter
<b>Rise, Inc. Crystal Day Program – Employment Options Program-</b> A group of individuals with disabilities who are interested in employment in the community. They meet weekly and discuss, study and learn about different jobs in the community. Station Reporter and Photojournalist discussed their careers.	Oct. 12, 2022	Reporter Photojournalist
<b>St. Cloud State Journalism Class</b> – Class visited station to have a tour, watch the 4pm News be produced behind the scenes and have a Q&A session with News Managers.	Nov. 18, 2022	News Director Assistant News Director Executive Producers Operations Manager

**(d) Training Management Personnel re: Ensuring Equal Employment Opportunity and Preventing Discrimination**

<b>Description of Training</b>	<b>Personnel Involved</b>	<b>Describe Training</b>
<b>New Hire Onboarding</b> - Company EEO and Anti-Harassment Policy Dissemination and Review (Ongoing)	Human Resources Manager	Present and review information with employees related to our commitment to equal employment opportunity and preventing harassment in the workplace.
<b>Paramount Business Conduct Statement (BCS)</b> – most recently distributed to all employees by Paramount President & CEO in June 2022 and new hires upon start date. (Ongoing)	All Full Time Staff Employees	The BCS is the Company’s Code of Conduct, which sets out standards that define what is expected of everyone working for, or on behalf of, or otherwise affiliated with Paramount, both in terms of high ethical standards and compliance with all applicable laws. Beyond detailing our company priorities and policies, (including valuing diversity and inclusion, promoting a harassment-free workplace, and special responsibilities of leaders and supervisors), the BCS is a key resource to help employees navigate any number of sensitive and complex situations that may arise at work.
<b>Paramount Web-Based Training Modules</b> Distributed to all Full-Time Employees and New Hires. Courses rotate throughout the year and include Preventing Sexual Harassment and Non-Discrimination and Anti-	All Employees	Paramount employees complete required e-training courses for the purposes of reiterating adherence to standards outlined in the Business

Harassment training.  (Preventing Sexual Harassment training was launched in December 2021; Business Conduct Statement training was launched in June 2022. Newly hired employees are assigned the training upon hire)		Conduct Statement, as well as the company’s Non-Discrimination and Anti-Harassment policy. The trainings include outlining steps employees should take if they believe unlawful practices occur in the workplace. These policies are also available in the Paramount Human Resources policy guide which is accessible to all employees on the Total Rewards portal and Internal Resource Center.
<b>Inclusive Leadership Training – June 2022</b>	News & Stations Leadership Team: Facilitated by AnaLexicis Bridewell (Director of Employee Learning	Interactive workshop with Station’s senior leadership team, as well as VP and Director-level. Focused on effective leadership culture, with leaders serving as “upstanders” during daily interactions, taking action to advocate for others, and creating an open environment where employees’ voices are valued and opposing ideas are welcome.

**(e) Training Programs to Enable Station Personnel to Acquire Skills for Higher Positions**

<b>Description of Training</b>	<b>Personnel Involved</b>	<b>Describe Training</b>
<b>Propel – Learning at Paramount</b> (On-going)	Available to All Full Time Staff Employees	Propel is Paramount’s Learning and Development portal, which contains learning options, approaches and programs to help employees and managers develop new skills and grow their careers at Paramount. It includes weekly “lightning” courses on focused skills to enable our people managers to be even better leaders, and expanded monthly courses for all employees on diverse topics such as emotional intelligence and courageous conversation – all aimed at supporting personal growth and professional development.
<b>LearnLab (LinkedIn Learning, getAbstract, Brainstorm)</b>  (On-going)	Available to All Full Time Staff Employees	An enormous library of on-demand learning courses and opportunities available to all full-time staff employees. Designed to enable station personnel to acquire skills that could qualify them for higher level positions within the company.
<b>Goal-Setting and Performance Feedback</b>  (On-going)	Available to All Full Time Staff Employees	Performance development program for employees and managers to drive meaningful and ongoing conversations about impact and growth. Employees

	<p>establish goals that are clear, high-impact and aligned to priorities and receive feedback from managers to proactively assist them in their career development.</p>
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**(f) Mentoring Program for Station Personnel**

<p><b>Mentoring+ Program</b> (On-going – Six month intervals)</p>	<p>Available to All Full Time Staff Employees</p>	<p>Program to build a lasting relationship while working on a development goal of choice. Mentoring+ provides new insight and fresh perspectives for both mentees and mentors, equipping employees with skills and learning that prepare them for career advancement.</p>
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