

**EEO PUBLIC FILE REPORT**

This report covers full-time recruitment data for the period November 21, 2022 to November 20, 2023.

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>
90 S. 11 <sup>th</sup> Street	<b>Contact Person: Kristine Volkman</b>
Minneapolis, MN 55403	<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
Photojournalist/Editor	1-28	Employee referral
Account Executive	1-28	Indeed
IT Support	1-28	LinkedIn
Producer	1-28	Paramount Recruiter
Producer	1-28	Employee Referral
Producer	1-28	School/Campus Visit
Reporter	1-28	Indeed
Producer	1-28	Paramount career site
Meteorologist	1-28	Employee referral
Maintenance Technician	1-28	Indeed
Reporter/MMJ	1-28	Employee Referral
VP News	1-28	Other Social Media (Undisclosed)

**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="mailto:www.aapress@aapress.com">www.aapress@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			36
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	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	
7	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	11
8	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	
9	Employment Action Center-Resource, Inc.	Heather Grab	<a href="mailto:hgrab@resource-mn.org">hgrab@resource-mn.org</a>	EMAIL ONLY	
10	Hmong Television (NEWS ONLY)	Mitch Lee	<a href="mailto:mitchlee@comcast.net">mitchlee@comcast.net</a>	EMAIL ONLY	
11	Jewish Vocational Services – Job Postings	Janet Flam	<a href="mailto:jflam@jfcsmpls.org">jflam@jfcsmpls.org</a>	EMAIL ONLY	
12	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	
13	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	
14	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	
15	Minnesota American Indian Center	Terry Cox	1530 E Franklin Ave Minneapolis, MN 55404 <a href="mailto:tcox@maicnet.org">tcox@maicnet.org</a>	612-879-1700 EMAIL ONLY	
16	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	
17	MN Indian Women's Resource Center	S. Kincade	<a href="mailto:skincade@miwrc.org">skincade@miwrc.org</a>	EMAIL ONLY	
18	MN Women's Consortium	JOB POSTINGS	<a href="mailto:info@mnwomen.org">info@mnwomen.org</a>	EMAIL ONLY	

19	MN Works job bank	JOB POSTINGS	300 N. Robert St. St. Paul, MN 55101 <a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a>		
20	Nat'l Assoc. of Broadcast Journalism (NABJ)		<a href="http://www.nabj.org/">http://www.nabj.org/</a>	WEBSITE & Conference	
21	Station Website: WCCO.COM	Eric Henderson	90 South 11 <sup>th</sup> St. Minneapolis, MN 55403	612-339-4444	
22	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	
23	Three Sixty Journalism		Held at: St Thomas University	Conference	
24	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	
25	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	
26	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	
27	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	
28	Talent Agent / Recruiter / Head Hunter	Sue McInerney Mugo Odigwe Talent Dynamics Joel Weisman Bryan Airkens			1

### Additional Interview Referral Sources

Internal Promotion	<a href="http://www.totalrewards.paramount.com">www.totalrewards.paramount.com</a>		
Referred by Paramount/CBS Employee	<a href="http://www.paramount.com/careers">www.paramount.com/careers</a>		23
Contacted by Paramount/CBS Recruiter	<a href="http://www.paramount.com/careers">www.paramount.com/careers</a>		7
School (undisclosed)/Campus visit			3
Direct Sourcing – contacted by Paramount Recruiter	VARIES		

<b>Internal Posting</b>	<b>CBS TV Stations</b>	<b>Bulletin Board</b>	
<b>Non-CBS Employee Referral</b>		<b>Referral from person outside CBS; (i.e. Agent, former employee, etc.)</b>	
<b>Other (Undisclosed by applicant)</b>			<b>2</b>

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD: 83**

**\*\*\*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
Access	KAGE AM/FM, KHME, KWNO AM/FM
AccessAbility	KARE Channel 11
Adult Client Training Service	KAKK, KBKK, KDKK, KPRM, KQKK, KSCK, 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	KBew 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  
 Building for Women  
 Capella University  
 Cardinal Stritch University  
 Carlton College  
 Carver County Workforce Center  
 Cedar Valley Service Inc. Alpha Program  
 Cedar Valley Services, Inc  
  
 Central Lakes College-Brainerd  
 Central Lakes College-Staples  
 Central MN Jobs & Training Services  
 Century College  
 Chippewa Enterprises, Inc.  
 Choice Unlimited  
  
 Clay County Supportive Training Service  
 College of St. Benedict  
 St. Catherine University  
 College of St. Scholastica  
 Concordia College, Moorhead  
 Concordia University, St. Paul  
 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

KBOT, KDLM  
 KBPR, KNBJ, KCRB  
 KBRF, KJK 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, WZFI  
 KCGN FM 101.5  
 KCUE, KLCH, KWNG  
 KCLD FM 104.7  
 KCLH, KQYB  
 KQRS, KXXR, WGVX, WGVY,  
 WGVZ  
 KDAL AM/FM, KRBR, KTCO, KXTP, WDSM  
 KDIO, KPHR  
 KDHL, KQCL  
 KDJS AM/FM  
 KDMA, KKRC, KMGM  
 KDNI, KDNW  
 KDOG, KRRW, KTOE, KXAC  
 KDOM AM/FM  
 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, WBII  
 KKJM FM 92.9  
 KKIN AM/FM  
 KKOJ, KRAQ  
 KKLN FM 94.1

Job Training Center	KKSR FM 96.7
Jobs Now Coalition	KKOK FM, KMRS FM
Jobs Plus, Inc.	KKMS, KYCR, WWTC
Kandi Works DAC, Inc	KKWQ FM 92.5
Lake Superior College	KLCI, WQPM
Lao Assistance Center of MN	KLBB, KLBP, WMNN
Lao Family Community of MN	KKWS, KNSP, KWAD
Learning Strategies Corporation	KLCX, KOLM, KWWK
Life-Work Planning Center	KLFD AM 1410
Macalester College	KLFN, KOLV, KQIC, KWLM
Mahnomen County DAC	KLGR AM/FM
Mankato Rehabilitation Center, Inc. (MRCI)	KLKS 104.3
Marantha Community College	KLQL
Martin Luther College	KLQP FM 92.1
McNally Smith College of Music	KLSE, KZSE
MDI Commercial Services	KLTA, KPFX, KQWB, KVOX
Merrick Partners, Inc	KLZZ, KMXK, KXSS, WJON, WWJO
	KMFG, WMFG AM/FM, WNMT,
	WTBX, WUSZ
Mesabi Range Community & Technical College--Eveleth	KMFX, KNFX, KRCH, KWEB
Mesabi Range Community & Technical College--Virginia	KMFY, KOZY
Metro Work Center, Inc.	KMGK FM 107.1
Metropolitan State University	KMOJ FM 89.9
Miami Ad School Minneapolis	KMSP Channel 9
Minneapolis American Indian Center	KMSU, KMSK
Minneapolis Business College	KMWB Channel 23
Minneapolis College of Art and Design	KNOF FM 95.3
Minneapolis Community & Technical College	KQAD
Minnesota Public Radio	KNSI AM 1450
Minnesota Resource Center	KNUJ FM 107.3
Minnesota School of Business-Richfield	KNSR, KSRJ
Minnesota School of Business-Brooklyn Center	KNUJ AM 860
Minnesota State College- Southeast Technical-Red Wing	KNXR, KRPR
Minnesota State College- Southeast Technical-Winona	KPXM Channel 41
Minnesota State University--Mankato	KQAL FM 89.5
Minnesota State University, Moorhead	KQPR FM 96.1
Minnesota State Community and Technical College-Detroit Lakes	KQDS Channel 21
Minnesota State Community and Technical College-Fergus Falls	KQEG FM 102.7
Minnesota State Community and Technical College-Moorhead	KRBI AM/FM
Minnesota State Community and Technical College-Wadena	KRBT, WEVE
Minnesota West Community & Technical College-Canby	KRCQ FM 102.3
Minnesota West Community & Technical College-Granite Falls	KRFO AM/FM
Minnesota West Community & Technical College-Jackson	KRJB FM 106.3
Minnesota West Community & Technical College-Pipestone	KRJM FM 101.5
Minnesota West Community & Technical College-Worthington	KRLX FM 88.1
MN Cooperation Officer	KROC AM/FM, KYBA
MN Diversified Industries	KROX AM 1260
MN Teamsters Service Bureau	KRSW FM 89.3
MN Vocational Association	KRWB AM 1410
MW Persons and Associates Inc	KRWC AM 1360
National Federation of the Blind of MN	KRVY FM 97.3
New Directions/Otter Tail-Wadena CAC, Inc	

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	KBK
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) Supplemental Recruitment Measures**

**(a) Job Fairs**

<b>Description of Recruitment Measures</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
Investigative Reporters and Editor’s Annual Investigative Journalism Conference and Networking Fair - Participants	June 22-24, 2023	Paramount VP Talent Acquisition and CBS News and Stations Recruiting Director & Station Reporters
The Asian American Journalists Association National Convention - Participants	July 19-23, 2023	CBS News and Stations Recruiters and Recruiting Coordinator
<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 22-24, 2023	Investigative Reporter Reporter
Annual National Association of Black Journalists (NABJ) Career Fair - Participants	August 2-6, 2023	CBS News and Stations Recruiting Director and Recruiters
Annual National Association of Hispanic Journalist Career Fair (NAHJ) - Participants	July 12-15, 2023	CBS News and Stations Recruiting Director and Recruiters & Station News



		Director
The Association of LGBTQ Journalists - Participants	September 7-10, 2023	CBS News and Stations Recruiter
Online News Association - Participants	August 23-26, 2023	CBS News and Stations Recruiter and Recruiting Coordinator

**(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>VANTAGE</b> – WCCO Weather Anchor visited the VANTAGE site – Business Analytics where he met with juniors and seniors aligned with the content they are learning. He spoke to the students about meteorology, weather analysis and how analytics play a role.	Jan. 19, 2023	Weather Anchor
<b>American Association of University Women</b> – WCCO TV Reporter spoke about her career at the AAUW branch meeting. AAUW works to advance gender equity for women and girls through research, education and advocacy.	Jan.31, 2023	Reporter/Multi-Media Journalist
<b>University of Minnesota</b> – WCCO TV Weather Anchor spoke to JOUR 4452 Newscast Producing – upper-level skills course for journalism majors. He discussed the role of weather in the producing of newscasts.	Feb. 13, 2023	Weather Anchor
<b>University of Minnesota</b> – WCCO TV Production Manager spoke to Journalism class about the role of a newscast producer at WCCO, including Q&A to explain what producers do and how they make decisions that you see in newscasts.	Jan. 23, 2023	Production Manager
<b>University of Minnesota</b> – Class visited station to have a tour, watch the 9am News be produced behind the scenes and Q&A about producing.	Jan 27, 2023	Production Manager

<b>St. Cloud State Producing Class – Spring Semester Class</b> – WCCO welcomed the Spring Semester Class to the morning editorial meeting via zoom. This is part of an on-going effort to build a greater recruitment pipeline for off-air talent.	Jan. 20, 2023	Producer
<b>New York University</b> – Spoke to a journalism class via zoom offering a community news perspective for a big city and medium-size city. Covered everything from hiring priorities to streaming and newsroom organization.	Mar. 7, 2023	News Director
<b>Bethel University – Digital Storytelling Class</b> -WCCO TV Reporter spoke to the class and gave video storytelling tips. This is a classroom session of a 100-level digital storytelling.	Mar. 7, 2023	Reporter
<b>Spectrum High School</b> – Spoke to the Broadcast Journalism class, particularly about her process for reporting, news gathering, and writing, as well as the path that she took to get to WCCO. The presentation was presented virtually as well as recorded and used as a resource for other MN high school journalism advisors.	Mar. 21, 2023	Reporter
<b>University of Minnesota</b> – Met with small groups of students for a Career Roundtable series.	Mar. 15, 2023	News Director
<b>Midwest Journalism Conference – Building Your Team and Keeping Them (panel discussion)</b> – included how the pool of candidates for job openings has changed and so have their thoughts on what makes a job attractive. Heard from some hiring managers about how they have changed their recruitment process to find, hire and retain the very best. Also heard from highly recruited employees, firsthand, on what made them stay or go.	Mar. 31, 2023	News Director
<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.	May 4, 2023	Sports Anchor/Reporter
<b>Providence Academy – Journalism Class</b> – WCCO TV Anchor/Reporter spoke virtually with students completing a “Careers in Journalism” research project. Students interviewed the anchor/reporter and learned more about her career path. The project’s goal is to inspire them to consider a career in journalism.	May 10, 2023	Anchor/Reporter
<b>Hastings Community TV</b> – WCCO TV Reporter hosted students for an interview and to obtain B-roll for a “Where are They Now” segment being produced for their class/school.	May 12, 2023	Reporter

<b>St. Thomas University in Minneapolis</b> –WCCO TV Reporter mentored Three Sixty Journalism group with an introduction to journalism and how to put a story together	Jul. 25, 2023	Reporter
<b>Youth Leadership Academy</b> – WCCO TV Reporter participated as a panelist moderating a discussion with juniors and seniors from across the state.	July 18, 2023	Reporter
<b>St. Cloud State University</b> – Students from a producing class attended our morning editorial meeting and stayed for questions at the end via zoom.	Sept. 6, 2023	Assistant News Director & News Staff
<b>University of Missouri</b> – Students were visiting Minneapolis for the radio Television Digital News Association (RTDNA) conference and were given a tour of the station in addition to speaking to reporters, producers and anchors to learn more about TV news.	Sept. 21, 2023	Meteorologist/Anchors/Reporters/Producers
<b>Benilde-St. Margaret’s High School – Journalism and Storytelling</b> – Shared passion for journalism and storytelling and the journey of this career. Shared different stories and did a Q&A	Oct. 30, 2023	Reporter
<b>St. Cloud State University</b> – Teach a TV Producing class that heavily incorporates WCCO. Each group of students joins one editorial meeting via zoom, watches numerous examples of our work, and towards the end of the class has a station tour + Q&A with some of our managers.	Twice a week in the fall & spring	Producer
<b>Penn State University – Weather, Climate, and Society</b> – Spoke to a graduate-level class regarding communicating science to a general audience.	Sept 28, 2023 & Oct 10, 2023	Director of Meteorology
<b>Yeshiva University High School for Boys and Great Neck North High School in N.Y.</b> – “Interviewing Skills” – Brought in as an expert to teach students interviewing skills who will be interviewing Holocaust survivors for a special project called “Names Not Numbers”.	Oct 23, 2023	Investigative Reporter
<b>Bethel University – “Journalism – Behind the Scenes”</b> – Met with the broadcast journalism class, sharing the journey and behind-the-scenes glimpses into the dynamic field of reporting.	Oct 13, 2023	Reporter

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

Description of Training	Personnel Involved	Describe Training
<p><b>New Hire Onboarding</b> - Company EEO and Anti-Harassment Policy Dissemination and Review (Ongoing)</p>	<p>Human Resources Manager</p>	<p>Present and review information with employees related to our commitment to equal employment opportunity and preventing harassment in the workplace.</p>
<p><b>Paramount Business Conduct Statement (BCS)</b> – distributed to all employees by Paramount President &amp; CEO and new hires upon start date. (Ongoing)</p>	<p>All Full Time Staff Employees</p>	<p>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.</p>
<p><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-Harassment training.</p> <p>(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)</p>	<p>All Employees</p>	<p>Paramount employees complete required e-training courses for the purposes of reiterating adherence to standards outlined in the Business 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.</p>
<p><b>Inclusive Leadership Training – On-going</b></p>	<p>News &amp; Stations Leadership Team</p>	<p>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.</p>

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

Description of Training	Personnel Involved	Describe Training
<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 establish goals that are clear, high-impact and aligned to priorities and receive feedback from managers to proactively assist them in their career development.

**(f) Mentoring Program for Station Personnel**

<b>Mentoring+ Program</b>  (On-going – Six-month intervals)	Available to All Full Time Staff Employees	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.
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