

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period 12/1/05 to 11/30/06.

- 1) **Employment Unit: CBS BROADCASTING INC.**
- 2) **Unit Members (Stations and Communities of License): WCCO-TV
Minneapolis/KCCO-TV/Alexandria/KCCW-TV/Walker, MN**
- 3) **EEO Contact Information for Unit Member:**

Mailing Address: 90 South 11 th Street Minneapolis, MN 55403	Telephone Number: (612) 339-4444
	Contact Person: Ann Ouellette
	E-mail Address: Aroullette@wcco.cbs.com

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

1. **Newscast Producer**
2. **Photojournalist**
3. **Account Executive**
4. **Account Executive**
5. **Web Producer**
6. **Engineering Manager**
7. **Photojournalist**
8. **News Reporter**
9. **Converging Media Specialist**
10. **Promotion Producer/Editor**
11. **Research Director**
12. **Assignment Editor**
13. **Web Producer**
14. **Traffic Assistant**
15. **Account Executive**
16. **Web Producer**
17. **Graphic Designer**
18. **Weather Anchor**
19. **Assignment Editor**
20. **Reporter**

**5) Job Title: Newscast Producer Referral Source of Hiree: Unsolicited
Vacancy #1**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Elizabeth Bisciglia	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	Yes
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	N/A
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
National Assn. Of Black Journalists	Maria Reeve	Pioneer Press 345 Cedar St. Paul, MN 55102	651-228-5562	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
National Assn. 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
Asian American Press	Nghi Huynh Classified Ads	417 University Ave. W., St. Paul, MN 55103	651-224-6570	No

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Minnesota Spokesman-Recorder	Que Classified Ads	3744 4th Ave. S., Minneapolis, MN 55416	612-827-4021	No
Asian American Journalists Assn.	Mr. Lee	1182 Market St., San Francisco, CA 94101	415-346-2051	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

**5) Job Title: Photojournalist Referral Source of Hiree: Employee Referral
Vacancy #2**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Elizabeth Bisciglia	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	N/A
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
National Assn. Of Black Journalists	Maria Reeve	Pioneer Press 345 Cedar, St. Paul, MN 55102	651-228-5562	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbiton.com	EMAIL ONLY	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 554112	612-302-3111	Yes
National assn. Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washinton, DC 20045	202-662-7147	No
Native American Public Broadcasting Consortium	Lynn Warren	PO Box 83111	Lincoln, NE 68501	402-472-3522
Asian American Press	Nghi Huynh Classified Ads	417 University Ave. W., St. Paul, MN 55103	651-224-6570	No

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952—835-6345	Yes
Hmong Television	KevKoomSiab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Minnesota Broadcasters Assn.	Sarah Nelson	Snelson@minnesotabroadcasters.com	612-926-8123	Yes

**5) Job Title: Account Executive Referral 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 S. 11th St., Minneapolis, MN 55403`	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-312-3111	Yes
Rehabilitation Consultant	Duane Helle	Dhellld@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

**5) Job Title: Account Executive Referral Source(s) of Hire: Employee Referral
Vacancy #4**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

**5) Job Title: Web Producer
Vacancy #5**

Referral Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	No
St. Mary's University of Minnesota	Renee Solberg	700 Terrace Heights, Winona, MN 55987	507-452-4430	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
College of St. Catherine	Ellen Richter-Norgel	2004 Randolph Ave., St. Paul, MN 55105	651-690-6000	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403`	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
National Assn. Of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Macalester College	Linda Schindler	1600 Grand Ave., St. Paul, MN 55102	651-696-6000	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Avenue North, Minneapolis, MN 55411	612-302-3111	Yes

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
National Assn. Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
St. Cloud State University	Career Services	720 4th Ave. S., St. Cloud, MN 56301	320-255-0121	No
University of St. Thomas	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	651-962-6761	No
University of ST. Thomas Multicultural; Student Services	Rhea Fitzpatrick	2115 Summit Ave., # 4002, St. Paul, MN 55105	651-962-5000	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111 Lincoln, NE 68501	402-472-3522	No
Asian American Press	Nghi Huynh	417 University Ave. W., St. Paul, MN 55103	651-224-6570	No
Minnesota Spokesman-Recorder	Que Classified Ads	3744 4th Ave. S., Minneapolis, MN 55416	612-827-4021	No
Asian American Journalists Assn.	Mr. Lee	1182 Market St., San Francisco, CA 94101	415-346-2051	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Burnsville/ Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

**5) Job Title: Engineering Manager Recruitment Source(s) of Hiree: Station Website
Vacancy #6**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-330-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
Asian American Press	Nghi Huynh	417 University Ave. W., St. Paul, MN 55103	651-224-6570	No
Minnesota Spokesman-Recorder	Que Classified Ads	3744 4th Ave. S., Minneapolis, MN 55416	612-827-4021	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Burnsville/ Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Minnesota Broadcasters Assn.	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No

**5) Job Title: Photojournalist Referral Source(s) of Hire: Outside Referral
Vacancy #7**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Elizabeth Bisciglia	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
National Assn. Of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
National Assn. Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-661-7147	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111 Lincoln, NE 68501	402-472-3522	No

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Asian American Press	Nghi Huynh	417 University Ave. W., St. Paul, MN 55103	651-224-6570	No
Minnesota Spokesman-Recorder	Que Classified Ads	3744 4th Ave. S., Minneapolis, MN 55416	612-827-4021	No
Asian American Journalists Assn.	Mr. Lee	1182 Market St., San Francisco, CA 94101	415-346-2051	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Daivs	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Minnesota Broadcasters Assn.	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No

**5) Job Title: News Reporter Referral Source(s) of Hiree: Outside Referral
Vacancy #8**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collorora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women In Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
National Assn. Of Hispanic Journalists	Marco Botero	100 National Press Bldg., Washington, DC 20045	202-662-7147	No
Minnesota Broadcasters Assn.	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Asian American Journalists Assn.	Mr. Lee	1182 Market St., San Francisco, CA 94101	415-346-2051	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

**5) Job Title: Converging Media Specialist Referral Source(s) of Hiree: Employee Referral
Vacancy #9**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
Women's Venture	Job Bord	2324 University Ave., St. Paul, MN 55114	651-646-3808	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 554101	651-296-8499	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55105	651-793-1200	No
University of St. Thomas	Ginny Nelson Career Services	2115 Summit Ave., # 5020, St. Paul, MN 55105	651-962-6761	No
Jewish Vocational Services	Judy Krebs	13100 Wayzata Blvd., Minneapolis, MN 55305	952-951-0300	No
Native American Pub. Broadcasting Consortium	Lynn Warren	Box 83111	Lincoln, NE 68501	402-472-3522

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Minnesota Broadcasters Association	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Public Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes

**5) Job Title: Promotion Producer/Editor Referral Source(s) of Hiree: Unsolicited
Vacancy #10**

Referral Source Name	Contact Person	Address	Telephone Number	Did Referral Source Request Notification?
Brown College	Jay Soule	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 554112	612-302-3111	Yes
University of St. Thomas	Ginny Nelson Career Services	2115 Summit Ave., # 5050, St. Paul, MN 55105	651-962-6761	No
University of St. Thomas Multicultural Student Services	Rhea Fitzpatrick	2215 Summit Ave., # 4002, St. Paul, MN 55105	651-962-5000	No
Jewish Vocational Services	Judy Krebs	13100 Wayzata Blvd., Minneapolis, MN 55305	952-951-0300	No

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Minnesota Broadcasters Association	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No

**5) Job Title: Research Director Referral Source(s) of Hiree: Station Job Board
Vacancy #11**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Elizabeth Bisiglia	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
College of St. Catherine	Ellen Richter-Norgel	2004 Randolph Ave., St. Paul, MN 55105	651-690-6000	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Macalester College	Linda Schindler	1600 Grand Ave., St. Paul, MN 55102	651-696-6000	No
Metropolitan University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
University of St. Thomas Multicultural Student Services	Rhea Fitzpatrick	2115 Summit Ave., # 4002, St. Paul, MN 55105	651-962-5000	No
Asian American Press	Nghi Huynh	417 University Ave., St. Paul, MN 55103	651-224-6570	No

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111	Lincoln, NE 68501	No
Minnesota Spokesman-Recorder	Que Classified Ads	3744 4th Ave. S., Minneapolis, MN 55409	612-827-4021	No
Minnesota Broadcasters Association	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	Dhellld@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Spots N Dots Website	Job Postings	FAX ONLY	FAX: 607-729-7331	No

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

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
National Assn. Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No

**5) Job Title: Web Producer Recruitment Source(s) of Hiree: Station Job Board
Vacancy #13**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Drive., Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
National Assn. Of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
National Assn. 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

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Shery Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Minnesota Broadcasters Assn.	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No

**5) Job Title: Traffic Assistant Recruitment Source(s) of Hiree: Station Website
Vacancy #14**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
Women's Venture	Job Postings	2324 University Av., St. Paul, MN 55114	651-646-3808	No
Centro Cultural Chicano	Luis Saenz	1915 Chicago Ave. S., Minneapolis, MN 55404	612-874-1412	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Center for Asian & Pacific Islanders	Julie Honerbrink	3702 E. Lake St., # 200, Minneapolis, MN 55406	612-721-0122	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
University of St. Thomas	Ginny Nelson	2115 Summit Ave., #5020	651-962-6761	No
Minneapolis American Indian Center	Terry Cox	1530 Franklin Ave. E., Minneapolis, MN 55404	612-871-4555	No
Upper Midwest American Indian Center	Gertrude Buckanaga	1113 W. Broadway, Minneapolis, MN 55411	612-522-4436	No
University of St. Thomas Multicultural Student Services	Rhea Fitzpatrick	2115 Summit Ave., # 4002, St. Paul, MN 55105	651-962-5000	No
Working Opportunities for Women	Job Postings	1295 Bandana Blvd., # 110, St. Paul, MN 55108	651-647-9961	No
Jewish Vocational Services	Judy Krebs	13100 Wayzata Blvd., Minneapolis, MN 55305	952-951-0300	No
Asian American Press	Nghi Gytbg	417 University Ave. W., St. Paul, MN 55103	651-224-6570	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2069	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

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

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
Minnesota Broadcasters Assn.	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 554166	612-926-8123	No
Rehabilitation Consultant	Duane Helle	Dhdlle@mail.intra corp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Raford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

**5) Job Title: Web Producer
Vacancy #16**

Referral Source(s) of Hire: Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 55120	414-437-5411	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
National Assn. Of Black Journalists	Maria Reeve	Pioneer Press 345 Cedar, St. Paul, MN 55102	651-228-5562	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
National Assn. Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-6620-7147	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111 Lincoln, NE 68501	402-472-3522	No

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intra-corp.com	952-440-2068	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Minnesota Broadcasters Association	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No

**5) Job Title: Graphic Designer Referral Source(s) of Hiree: Communications Arts
Vacancy #17**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Dr. Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Metropolitan State University	Carol Low	700 E. 7th St., St. Paul, MN 55206	651-793-1200	No
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111 Lincoln, NE 68501	402-472-3522	No
Rehabilitation Consultant	Duane Hell	Dhelle@mail.intra corp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Burnsville/ Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Minnesota Broadcasters Association	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Communication Arts Website	Website N/A	www.commartarts.com	EMAIL ONLY	No

**6) Job Title: Weather Anchor Referral Source(s) of Hiree: Station Website
Vacancy #18**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	4144-437-5411	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
National Assn. Of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
National Assn. Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-6762-7147	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111 Lincoln, NE 68501	402-472-3522	No

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Asian American Press	Nghi Huynh Classified Ads	417 University Ave. W., St. Paul, MN 55103	651-224-6570	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Minnesota Broadcasters Association	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No

**5) Job Title: Assignment Editor Recruitment Source(s) of Hiree: Station Job Board
Vacancy #19**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown College	Jay Soule	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	No
WFRV-TV	Joy Schabow	1181 E. Mason St., Green Bay, WI 54301	414-437-5411	No
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
Minneapolis Urban League	Jeanette Lieberman	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
National Assn. Of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 22045	202-662-7147	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.introcorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No

**5) Job Title: Reporter Recruitment Source(s) of Hiree: Exigent
Vacancy #20**

6) Hiree Recruitment Source Summary

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
1. Newscast Producer	Unsolicited
2. Photojournalist	Employee Referral
3. Account Executive	Station Website
4. Account Executive	Employee Referral
5. Web Producer	Station Website
6. Engineering Manager	Station Website
7. Photojournalist	Outside Referral
8. News Reporter	Outside Referral
9. Converging Media Specialist	Employee Referral
10. Promotion Writer/Producer	Unsolicited
11. Research Manager	Station Job Board
12. Assignment Editor	Station Website
13. Web Producer	Station Job Board
14. Traffic Assistant	Station Website
15. Account Executive	Station Website
16. Web Producer	Employee Referral
17. Graphic Designer	Communications Arts Website
18. Weather Anchor	Station Website
19. Assignment Editor	Station Job Board
20. Reporter	Exigent

7) Total # of Interviewees Referred by Each Source: For the period 12/1/05-11/30/06, this Employment Unit interviewed 98 interviewees for full time job vacancies. These Interviewees were referred by the following Sources:

Recruitment Source	Number of Interviewees Referred
1. Unsolicited	13
2. Employee Referral	27
3. Communications Arts Website	1
4. Station Job Board	10
5. Station Website	34
6. Outside Referral	8
7. Job Bank (State of Minnesota)	2
8. CBS Minority Recruitment Program	2
9. Exigent	1

8) Supplemental Recruitment Measures

(a) Job Fairs

Description of Recruitment Measure	Date	Personnel Involved: (Name and Position)
1. Media sponsor of the Minneapolis Diversity Job Fair. Participated by working a booth at fair to discuss opportunities at the station with attendees. Also provided airtime schedule for the Fair.	1/16/06	Ann Ouellette, Controller, John Daenzer, Assistant News Director

(b) Internship

Description of Recruitment Measure	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
2. Emma Bowen Foundation. National program established locally specifically for American Indians. Hired 4 American Indian interns to work for scholarships and will continue as they complete college.	Ongoing	Kiki Rosatti – Director of Communications

(c) Participation in Events

Description of Recruitment Measure	Date	Personnel Involved (Name and Position)
1. Participated in an event held at the University of Minnesota School of Journalism and Mass Communication on April 6, 2006 in conjunction with the Edward R. Murrow Journalism program. This event included curriculum and seminars for journalists and journalist candidates from Africa to discuss challenges in media including, but not limited to recruitment.	4/6/06	Ed Piette – Vice President, General Manager

(d) Training Management Personnel

Description of Recruitment Measure	Date	Describe
1. Sexual Harassment/Anti-Discrimination for all new employees	Ongoing	Web based training
2. Business Conduct Eye on Ethics Course for all new employees	Ongoing	Web based training

