

EEO PUBLIC FILE REPORT

This report covers full-time recruitment date for the period 12/1/09 to 11/30/10.

- 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: arouellette@wcco.com

- 4) **List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.**
 1. Account Executive
 2. Account Executive
 3. Account Executive
 4. Local Sales Manager
 5. Shooter/Producer/Editor
 6. Account Executive
 7. New Business Development Manager
 8. Photographer
 9. Photographer
 10. Account Executive
 11. Director of Sales
 12. Reporter
 13. Executive Producer
 14. Customer Service Representative
 15. Director of Research and Marketing
 16. Assignment Editor
 17. Reporter
 18. Reporter (Mornings)

**5) Job Title: Account Executive Recruitment Source(s) of Hire: Station Website
Vacancy # 1**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
Spots.N.Dots.com	EMAIL ONLY	www.spotsndots.com	EMAIL ONLY	No
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	651 905 3465	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
American Women in Radio & Television	Catherine Flaherty	cmflaherty@comcast.net	EMAIL ONLY	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	952 440 2068	Yes
Hmong Television	Key Koom Siab	kevkoomsiab@aol.com	EMAIL ONLY	Yes
Minnesota Broadcasters Association ***Minnesota Broadcasters Association sends postings to 300+ sources. See full list below	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612 926-8123	No
Sue Johnson	Minneapolis Urban League	2000 Plymouth Ave. N., Minneapolis, MN 55411	612 302 3111	Yes

**5) Job Title: Account Executive Recruitment Source(s) of Hiree: Station Website
Vacancy #2**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	651 905 3465	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
American Women in Radio & Television	Catherine Flaherty	cmflaherty@comcast.net	EMAIL ONLY	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	952 440 2068	Yes
Hmong Television	Kev Koom Siab	kevkoonsiab@aol.co	EMAIL ONLY	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612 926 8123	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612 302 3111	Yes

**5) Job Title: Account Executive
Vacancy #3**

Recruitment Source(s) of Hire: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A

**5) Job Title: Local Sales Manager Recruitment Source(s) of Hiree: Station Job Board
Vacancy #4**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
Spots N Dots.Com	Emily McKay	EMAIL ONLY	888-884-2630	No
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women In Radio & Television	Catherine Flaherty	<u>cmflaherty@comcast.net</u>	EMAIL ONLY	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
Minnesota Broadcasters Association	Linda Lasare	3033 Excelsior Blvd., Minneapolis, MN 55416	612-920-5126	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	<u>kevkoombiab@aol.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	Yes

**5) Job Title: Shooter/Producer/Editor Recruitment Source(s) of Hiree: Employee Referral
Vacancy # 5**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	<u>cmflaherty@comcast.net</u>	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. North, Minneapolis, MN 55411	612-302-3111	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123`	No
Rehabilitation Consultant	Duane Helle	<u>Dhelle@mail.intracorp.com</u>	EMAIL ONLY	No
Hmong Television	Kev Koom Siab	<u>kevkoombiab@aol.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3465	Yes

**5) Job Title: Account Executive Recruitment Source(s) of Hiree: Employee Referral
Vacancy #6**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	cmflaherty@comcast.net	EMAIL ONLY	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	kevkoonsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., #5020, St. Paul, MN 55105	651-962-6761	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No

**5) Job Title: New Business Development Manager Recruitment Source(s) of Hiree: Employee Referral
Vacancy #7**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	300 North Robert St., St. Paul, MN 55191	651-296-8400	No
American Women in Radio & TV	Catherine Flaherty	<u>cmflaherty@comcast.net</u>	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 ext. 136	Yes
University of St. Thomas Career Svcs	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	651-962-6761	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultaant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	<u>kevkoombiab@aol.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	Yes
Burnsville/Eagan Community TV	Rayford Davis	<u>Rayford.davis@ci.burnsville.mn.us</u>	EMAIL ONLY	Yes
University of St. Thomas Graduate Business Svcs	Sue Moyer	1000 LaSalle Ave., Minneapolis, MN 55403	EMAIL ONLY	No

**5) Job Title: Photographer Recruitment Source(s) of Hiree: Station Website
Vacancy # 8**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th Street, Minneapolis, MN 55403	612-339-4444	N/A
American Women in Radio & Television	Catherine Flaherty	<u>cmflaherty@comcast.net</u>	EMAIL ONLY	No
Hmong Television	Kev Koom Siab	<u>Kevkoomsiab@aol.com</u>	EMAIL ONLY	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55403	612-926-8123	No
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Brown College Television & Digital Photography Career Center	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3464	Yes
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
Burnsville/Eagan Community Television	Rayford Davis	<u>Rayford.davis@ci.burnsville.mn.us</u>	EMAIL ONLY	Yes

**5) Job Title: Photographer
Vacancy # 9**

Recruitment Source(s) of Hiree: Station Website

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & TV	Catherine Flaherty	<u>cmflaherty@comcast.net</u>	EMAIL ONLY	No
Metropolitan State Univ	Carol Lowe	700 E.7th Street, St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong TV	Kev Koom Siab	<u>kevkoomsiab@aol.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	Yes
Burnsville/ Eagan Community TV	Rayford Davis	<u>Rayford.davis@ci.burnsville.mn.us</u>	EMAIL ONLY	Yes
Brown College TV & Digital Photography Career Svcs	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3465	Yes

5) Job title: Account Executive
Vacancy # 10

Referral Source(s) of Hiree: Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	cmflaherty@comcast.net	EMAIL ONLY	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave N., Minneapolis, MN 55411	612 302-3111	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	kevkoomsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	YES
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
University of St. Thomas Career Svcs	Ginny Nelson	2115 Summit Ave. # 5020, St. Paul, MN 55105	EMAIL ONLY	No
Metropolitan State Univ	Carol Lowe	700 E. 7 th St., St. Paul, MN 55106	651-962-6761	No

**5) Director of Sales
Vacancy # 11**

Recruitment Source(s) of Hiree: Self

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
American Women in Radio & Television	Catherine Flaherty	<u>cmflaherty@comcast.net</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	<u>sderus@mn.44.com</u>	EMAIL ONLY	Yes

5) ob Title: Reporter
Vacancy #12

Recruitment Source(s) of Hiree: Self

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th St., Mpls, MN 55403	612-339-4444	N/A
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
University of St. Thomas Career Svcs	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	651-962-6761	No
Metropolitan State Univ	Carol Lowe	700 E. 7 th St., St. Paul, MN 55106	651-793-1200	No
National Association of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
American Women in Radio & TV	Catherine Flaherty	cmflaherty@comcast.net	EMAIL ONLY	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. North, Mpls, MN 55411	612-302-3111	Yes
National Assoc of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC 20045	202-662-7147	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong TV	Kev Koom Siab	kevkoomsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Burnsville/Eagan Community TV	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes

5) Job Title: Executive Producer Recruitment Source(s) of Hiree: Self
 Vacancy # 13

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th St., Mpls, MN 55403	612-339-4444	N/A
Nat'l Assoc of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651 -228-5562	No
American Women in Radio & TV	Catherine Flaherty	cmflaherty@comcast.net	EMAIL ONLY	No
Metropolitan State Univ	Carol Lowe	700 E. 7 th St., St. Paul, MN 55106	651-793 1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272	Yes
National Association of Hispanic Journalists`	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong TV	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: Customer Service Representative Recruitment Source(s) of Hiree: Employee Referral
Vacancy # 14**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, GoogleBase	CBS	Kenexa Applicant Tracking System		N/A
Job Bank	Jim Korkki	300 N. Robert St., St. Paul, MN 55101	651-296-8400	No
American Women in Radio & Television	Catherine Flaherty	cmflaherty@comcast.net	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitatio n Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	kevkoombiab@aol.com	EMAIL ONLY	Yes
Rehabilitatio n Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Burnsville/Ea gan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	YES
Brown College TV & Digital Photography Career Svcs	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465	Yes
Metropolitan State Univ	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Center for Asian & Pacific Islanders	Julie Honerbrink	3702 E. Lake St., # 200, Minneapolis, MN 55406	612-721-0122	No
Centro Cultural Chicano	Luis Saenz	1919 Chicago Ave. S., Minneapolis, MN 55404	612-874-1412	No
Women Venture	Job Board	2324 University Ave., St. Paul, MN 55114	651-646-3808	No
Minnesota Indian Women's Resource Center	Julie Robles	2300 15th Ave. S., Minneapolis, MN 55404	612-728-2000	No
American Indian OIC	Dawn Paro	1845 E. Franklin, Minneapolis, MN 55404	612-341-3358 Ext. 111	Yes
Jewish Vocation Services	Job Postings	13100 Wayzata Blvd., Minneapolis, MN 55305	952-591-0300	No
Working Opportunities for Women	Job Postings	1295 Bandana Blvd., # 110, St. Paul, MN 55108	651-647-9961	No
Minneapolis American Indian Center	Terry Cox	1530 Franklin Ave. E., Minneapolis, MN 55404	612-871-4555	No

5) Director of Research and Marketing Recruitment 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 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, GoogleBase	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	<u>cmflaherty@comcast.net</u>	EMAIL ONLY	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272	Yes
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	651-962-6761	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitatio n Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	<u>kevkoonsiab@aol.com</u>	EMAIL ONLY	Yes
Rehabilitatio n Counselors, Inc.	Sherry Derus	<u>sderus@mn.44.com</u>	EMAIL ONLY	Yes
Burnsville/Ea gan Community Television	Rayford Davis	<u>Rayford.davis@ci.burnsville.mn.us</u>	EMAIL ONLY	Yes

**5) Job Title: Assignment Editor Recruitment Source(s) of Hiree: Employee Referral
Vacancy # 16**

Recruitment Source Name	Contact person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, GoogleBase	CBS	Kenexa Applicant Tracking System		N/A
American Women in Radio & Television	Catherine Flaherty	<u>cmflaherty@comcast.net</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	<u>kevkoombiab@aol.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	YES
Burnsville/Eagan Community Television	Rayford Davis	<u>Rayford.davis@ci.burnsville.mn.us</u>	EMAIL ONLY	Yes
Brown College TV & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465	Yes

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
National Association of Black Journalists	Maria Reeve	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55105	651-793-1200	No
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	651-962-6761	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No

5) Job Title: Reporter
Vacancy # 17

Recruitment Source(s) of Hiree: Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11 th St., Mpls, MN 55403	612-339-4444	N/A
Arbita (America's Job Exchange, Indeed.com, GoogleBase)	CBS	Kenexa Applicant Tracking System		
Nat'l Accoc of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
American Women in Radio & TV	Catherin Flaherty	cmflaherty@comcast.net	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Mpls, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	dhelle@mail.intracorp.com	EMAIL ONLY	Yes
Hmong TV	Kev Koom Siab	kevkoonsiab@aol.com	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	sderus@mn.rr.com	EMAIL ONLY	Yes
Brown College TV & Digital Photography Career Svcs.	Amber Luckie	1440 Northland Drive, St. Paul, MN 55120	651-905-3465	Yes

**5) Job Title: Reporter (Mornings) Recruitment Source(s) of Hiree: Station Job Board
Vacancy # 18**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 South 11th St., Minneapolis, MN 55403	612-339-4444	N/A
Arbita (American's Job Exchange, Indeed.com, GoogleBase)	CBS	Kenexa Applicant Tracking System		N/A
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
National Association of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
American Women in Radio & Television	Catherine Flaherty	<u>cmflaherty@comcast.net</u>	EMAIL ONLY	No
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9292 ext. 136	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-826-9123	No
Rehabilitation Consultant	Duane Helle	<u>dhelle@mail.intracorp.com</u>	EMAIL ONLY	Yes
Hmong Television	Kev Koom Siab	<u>kevkoonsiab@aol.com</u>	EMAIL ONLY	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	<u>sderus@mn.rr.com</u>	EMAIL ONLY	Yes

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

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

East Range Developmental Achievement Center (DAC)	KDWA AM 1460
Equality-Pathways to Potential	KEYL, KXDL
Federation of Somali Community	KEEZ FM 99.1
Fond du Lac Opportunities Industrialization Center	KDXL FM 99.7
Fond du Lac Tribal & Community College	KFGI, KLIZ AM/FM, KVBR
Globe University	KFAI FM 90.3
Goodwill Industries Vocational Enterprises	KEYC Channel 12
Goodwill/Easter Seals	KFMC, KSUM
Grant County D.A.C., Inc.	KFIL AM/FM
Gustavus Adolphus College	KFSI FM 92.9
Hamline University	KGPZ FM 96.1
Hennepin Technical College-Brooklyn Park	KFML, KLTF, WYRQ
Hennepin Technical College-Eden Prairie	KGHS, KSDM
Hibbing Community College	KITN, KWOA AM/FM
Hired	KGAC, KNGA, KNOW
Houston County Networks	KIKV FM 100.7
Indian Family Services, Inc.	KJLY FM 104.5
Inroads/Minneapolis-St. Paul, Inc.	KJOE FM 106.1
Institute of Production and Recording	KKCQ AM/FM, KKEQ
Intercultural Mutual Assistance Association	KKAQ, KKDQ
Inver Hills Community College	KKBJ AM/FM, WBJI
Itasca Developmental Achievement Center, Inc	KKJM FM 92.9
Jeane Thorne inc	KKIN AM/FM
Job Training Center	KKOJ, KRAQ
Jobs in Transition Support Group	KKLN FM 94.1
Jobs Now Coalition	KKSR FM 96.7
Jobs Plus, Inc.	KKOK FM, KMRS FM
Kandi Works DAC, Inc	KKMS, KYCR, WWTC
KAPOSIA Inc.	KKWQ FM 92.5
KRS Computer and Business School	KLCI, WQPM
Lake Superior College	KLBB, KLBP, WMNN
Lao Assistance Center of MN	KKWS, KNSP, KWAD
Lao Family Community of MN	KLCX, KOLM, KWWK
Learning Strategies Corporation	KLFD AM 1410
Life-Work Planning Center	KLFN, KOLV, KQIC, KWLM
Macalester College	KLGR AM/FM
Mahnomen County DAC	KLKS 104.3
Mankato Rehabilitation Center, Inc. (MRCI)	KLQL
Marantha Community College	KLQP FM 92.1
Martin Luther College	KLSE, KZSE
McNally Smith College of Music	KLTA, KPFX, KQWB, KVOX
MDI Commercial Services	KLZZ, KMXX, KXSS, WJON, WWJO
Merrick Partners, Inc	KMFG, WMFG AM/FM, WNMT, WTBX, WUSZ
Mesabi Range Community & Technical College	KMFX, KNFX, KRCH, KWEB
Meta Institute	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
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, Moorhead	KPXM Channel 41
Minnesota State Community and Technical College-Detroit Lakes	KQAL FM 89.5
Minnesota State Community and Technical College-Fergus Falls	KQPR FM 96.1
Minnesota State Community and Technical College-Moorhead	KQDS Channel 21
Minnesota State Community and Technical College-Wadena	KQEG FM 102.7
Minnesota West Community & Technical College-Canby	KRBI AM/FM
Minnesota West Community & Technical College-Granite Falls	KRBT, WEVE
Minnesota West Community & Technical College-Jackson	KRCQ FM 102.3
Minnesota West Community & Technical College-Pipestone	KRFO AM/FM
Minnesota West Community & Technical College-Worthington	KRJB FM 106.3
MN Cooperation Officer	KRJM FM 101.5
MN Diversified Industries	KRLX FM 88.1
MN Teamsters Service Bureau	KROC AM/FM, KYBA
MN Vocational Association	KROX AM 1260
MW Persons and Associates Inc	KRSW FM 89.3
National Federation of the Blind of MN	KRWB AM 1410
New Directions/Otter Tail-Wadena CAC, Inc	KRWC AM 1360
Newgate Education and Research Center, Inc	KRVY FM 97.3
Normandale Community College-Bloomington	KSAX Channel 42
North American Training Institute	KSMN Channel 20/15
North Central Career Development Center	KSTP FM
North Central University	KSTP Channel 5/50
North Hennepin Community College	KSRQ FM 90.1
Northland Community & Technical College-Thief river Falls	KTCA/KTCI 16/17
Northland Community & Technical College – East Grand Forks	KTIS AM/FM
Northwest Indian OIC, Inc.	KTTB FM 96.3
Northwest Technical College	KTTC Channel 10/36
Northwest Technical Institute	KUMD FM 103.3
Northwestern College	KUMM FM 89.7
Oak Hills Christian College	KUOM AM/FM
Oakland Area Learning Center	KFIL
Occupational Development Center, Inc.	KVSC FM 88.1
Opportunity Partners	KWCM Channel 10
Opportunity Services Inc.	KWOM AM
Pine Habilitation and Supported Employment (PHASE)	KXLP, KYSM AM/FM
Pine Technical College	KXLT Channel 47
Project SOAR of Northeastern MN, Inc.	KXRA AM/FM, KXRZ
Prosource Educational Services, Inc	KYMN AM 1080
Quality Career Services, Inc.	WCCO AM 830
Rainy River Community College	WCCO Channel 4
Ramsey Action Programs, Inc.	WCMP AM/FM
Rasmussen College- Mankato Campus	WCTS AM 1030
Ridgewater College-Willmar	WDGY, WMIN

Rise Habilitation Services
Riverland Community College-Albert Lea
Rochester Community & Technical College
Rock County Developmental Achievement Center
Rural MN CEP
S. Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund
Sam Morriss
Service Enterprises, Inc.
South Central Technical College-Faribault
South Central Technical College-North Mankato
Southwest MN Private Industry Council, Inc.
Southwest State University
St. Cloud State University
St. Cloud Technical College-St Cloud
St. Mary's University of Minnesota
St. Olaf College
St. Paul College
Summit Academy OIC
Summit Academy Opportunities
Tech Skills
Todd County Developmental Achievement Center
Transition of the Twin Cities
TSE, Inc
Twin City Area Labor Management Council
United Cambodian Association of MN (UCAM)
University of Minnesota
University of St. Thomas
University of Wisconsin – River Falls
Upper Midwest American Indian Center
Vermillion Community College
Vietnamese Minnesotans Association
Vision Loss Resources
WACOSA
Walden University
West Nicollet & Brown Counties DAC
Winona County Development Achievement Center
Winona ORC Industries, Inc
Winona State University
Women in the Trades
Women in Transition
Women's Resource Center of Steele County
Work With Dignity
Working Opportunities for Women

WDIO Channel 10
WDSE TV Channel 8
WELY AM/FM
WEZU AM 1120
WFTC Channel 29
WBHR, WHMH, WVAL
WIRN, WIRR, WSCD
WKLK AM/FM, WMOZ
WLTE FM 102.9
WMCN FM 91.7
WWJC AM 850
WWWI AM 1270
KDIZ
KSTP AM 1500
KBEK

6) Hiree Recruitment Source Summary

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
Account Executive	Station Website
Account Executive	Station Website
Account Executive	Station Website
Local Sales Manager	Station Job Board
Shooter/Producer/Editor	Employee Referral
Account Executive	Employee Referral
New Business Development Manager	Employee Referral
Photographer	Station Website
Photographer	Station Website
Account Executive	Employee Referral
Director of Sales	Self
Reporter	Self
Executive Producer	Self
Customer Service Representative	Employee Referral
Director of Research & Marketing	Station Website
Assignment Editor	Employee Referral
Reporter	Employee Referral
Reporter (Mornings)	Station Job Board

Total # of Interviewees Referred by Each Source: For the period 12/1/09-11/30/10, this Employment Unit interviewed 65 interviewees for full time job vacancies. These Interviewees were referred by the following Sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
Station Website	34
Station Job Board	3
Employee Referral	13
Self	14
Outside Referral	1

7) Supplemental Recruitment Measures

(a) Job Fairs

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
Media Sponsor – Martin Luther King Jr. Holiday Diversity Job Fair	January 18, 2010	Susan Adams Loyd, General Manager; Barb Tveit, Accountant, Toby Collodora, Web Producer, Keith Grandolph, Local Sales Manager

(b) Internship

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
1. Internship program for college credit. On-going internship program which places interns in all departments within the station including News, Marketing, Community Relations and Sales	Ongoing	Kiki Rosatti, Director of Communications and Content
2. Emma Bowen Foundation. National program established locally, specifically for American Indians. Hired	Ongoing	Kiki Rosatti, Director of Communications and Content

(c) Participation in Events

Description of Recruitment Measure	Date	Personnel Involved (Name and Position)
1. United Negro College Fund, Inc. Luncheon on Education	February 17, 2010	Angela Davis, Morning Anchor Emceed the event
2. ThreeSixty Program. ThreeSixty is a youth journalism program based at the University of St. Thomas. It uses the tools and principles of journalism to help Minnesota youth, particularly minority youth, learn the basics of good reporting and strong writing and pursue careers in journalism.	Ongoing	Scott Libin, News Director is a member if its Board of Directors.
3. 2 nd Annual MLK Day of Service	January 16, 2010	Angela Davis, Morning Anchor emceed the event
4. "An Oral History of African-American Race Relations in the Twin Cities" event at Minneapolis Community Technical College	January 20, 2010	Don Shelby, Anchor moderated a panel discussion
5. Rise, Inc. is an organization which helps Minnesotans with disabilities and other barriers to employment	April 18, 2010	Jason DeRusha, Reporter hosted their annual fundraiser.
6. Minneapolis Urban League	May 27, 2010	Reg Chapman, Reporter hosted their annual dinner
7. Destination 2010 enrolled 364 third-graders across seven struggling Minneapolis and St. Paul school districts in a nine-year student achievement and scholarship initiative. The program was designed to help these students, the majority of whom were low income and students of color, graduate in 2010.	June 15, 2010	Angela Davis, Morning Anchor, emceed the graduation ceremony.
8. Kaposia is a 47-year-old organization that works with people with disabilities. Their predominant work is helping them find employment	August 21, 2010	Holly Wagner, Reporter, hosted their fundraiser.

(d) Training Management Personnel

Description of Recruitment Measure	Date	Describe
1. Sexual Harassment/Anti Discrimination for all new employees.	Ongoing	Web-based training
2. Preventing Harassment at CBS Corporation, Eye on Ethics for all employees	Ongoing	Ongoing