

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment date fore the period 12/1/07 to 11/30/08.

1) **Employment Unit: CBS BROADCASTING INC.**

1) **Unit Members (Stations and Communities of License): WCCO-TV
Minneapolis/KCCO-TV/Alexandria/KCCW-TV/Walker, MN**

2) **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
	Email Adress: Arouellette@wcco.cbs.com

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

1. News Director
2. Newscast Producer
3. Customer Service Representative
4. Managing Editor
5. Production Manager
6. Weather Anchor
7. AM News Producer
8. Reporter
9. Director of Sales
10. Sales Assistant
11. Traffic Assistant
12. Weather Anchor
13. Anchor
14. Photojournalist

**5) Job Title: News Director Recruitment Source(s) of Hiree: Employee Referral
Vacancy # 1**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
WCCO.COM	Toby Collodora	90 S. 11 th St., Minneapolis, MN 55403	612-339-4444	N/A
Brown College	Jay Soule	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3400	No
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400	No
National Association of Black Journalists	Maria Reeve Pioneer Press	345 Cedar, St. Paul, MN 55102	651-228-5562	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC 20045	212-662-7147	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
Asian American Press	Nghi Huyny Classified Ads	417 University Ave. W., St. Paul, MN 55103	651-224-6570	No
Rehabilitation Consultant	Duane Helle	PO Box 274, Savage, MN 55378	952-440-2-68 EMALONLY:d helle@mail.intr acorp.com	Yes
WCCO.COM	Toby Collodora	90 S. 11 th St., Minneapolis, MN 55403	612-339-4444	N/A

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

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
WCCO.COM	Toby Collodora	90 S. 11 th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400 mnworks.org EMAIL ONLY	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. 7 th St., St. Paul, MN 55106	651-793-1200	No
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
Asian American Press	Nghi Huynh	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 Assn.	Sarah Nelson	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No

5) Job Title: Customer Service Rep Recruitment Source(s) of Hiree: Station Website
Vacancy # 3

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
WCCO.COM	Toby Collodora	90 S. 11 th St., Minneapolis, MN 55403	612-339-4444	N/A
Job Bank	Jim Korkki	390 N. Robert St., St. Paul, MN 55101	651-296-8400 mnworks.org EMAIL ONLY	No
American Women in Radio & Television	Catherine Flaherty	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Minneapolis, MN 55441	612-302-3111 sjohnson@mul.org	Yes
American Indian OIC Workforce Investment Program	Dawn Paro	1845 E. Franklin Ave., Minneapolis, MN 55404	612-341-3358 (ext. 111)	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
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	EMAIL ONLY My.browncollege.edu/mycampus/employer/	Yes

5) Job Title: Managing Editor 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 S. 11 th St., Minneapolis, MN 55403	612-339-4444	N/A
Brown University	Jay Soule	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3400	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	Catherine.flaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Mpls, MN 55411	612-302-3111	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
Asian American Press	Nghi Huynh	417 University Ave. W., St. Paul, MN 55103	651-224-6570	No
Minnesota Broadcasters Association	Linda Laserre	3033 Excelsior Blvd., Mpls, MN 55461	612-926-8123	No
Rehabilitation Consultant	Duane Helle	EMAIL ONLY Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	EMAIL ONLY sderus@mn.rr.com	952-935-7345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford David	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	EMAIL ONLY www.myh.browncollege.edu/mycampus/employer	Yes

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

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown University	Jay Soule	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3400	No
American Women In Radio & Television	Catherine Flaherty	EMAIL ONLY	Cmflaherty@comcast.net	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Mpls, MN 55411	612-3111	Yes
Minnesota Broadcasters Association	Linda Lasare	3033 Excelsior Blvd., Mpls, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.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
Brown College TV & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3400	Yes
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111	402-472-3522	No
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. 7 th Street, St. Paul, MN 55106	651-793-1200	No
WCCO.COM	Toby Collodora	90 S. 11 th St., Mpls, MN 55403	612-339-4444	N/A

**5) Job Title: Weather Anchor Recruitment Source(s) of Hiree: Station Job Board
Vacancy #6**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
National Association of Black Journalists	Maria Reeve	Pioneer Press 345 Cedar, St. Paul, MN 55102	651-228-5562	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	No
Metropolitan State University	Carol Low	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
American Women in Radio & Television	Catherine Flaherty	EMAIL ONLY	Cmflaherty@comcast.net	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Mpls, MN 55411	612-302-3111	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-660-7147	No
Minnesota Broadcasters Association	Linda Lasare	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	EMAIL ONLY Dhelle@mail.intracorp.com	952-440-2068	Yes
Rehabilitation Counselors, Inc.	Sherry Derus	EMAIL ONLY Sderus@mn.rr.com	952-835-6345	Yes
Hmong Television	Kev Koom Siab	Kevkoomsiab@aol.com	EMAIL ONLY	Yes
Burnsville/Eagan Community TV	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Brown College Digital & Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	Yes
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A

**5) Job Title: AM Newscast Producer Referral Source(s) of Hire: Station Website
Vacancy #7**

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
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	EMAIL ONLY	Cmflaherty@comcast.net	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	Yes
National Association 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
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	PO Box 274, Savage, MN 55378	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
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A

5) Job Title: Reporter
Vacancy # 8

Recruitment Source(s) of Hiree: Self

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
National Association of Black Journalists	Maria Reeve	Pioneer Press 345 Cedar, St. Paul, MN 55102	651-228-5562	No
Native American Public Broadcasting Consortium	Lynn Warren	Box 83111, Lincoln, NE 68501	402-472-3522	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 Lasare	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	PO Box 274, Savage, MN 55378	952-440-2068 dhelle@mail.intra corp.com	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 David	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	Yes
National Association of Hispanic Journalists	Marco Botero	1000 National Press Bldg., Washington, DC 20045	202-662-7147	No
WCCO.COM	Toby Collodora	90 S. 11 th St., Minneapolis, MN 55403	612-339-4444	N/A

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

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
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	612-305-3111	Yes
Minnesota Broadcasters Association	Linda Lasare	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.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
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3400	Yes
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A

**5) Job Title: Sales Assistant
Vacancy # 10**

Recruitment Source(s) of Hiree: Employee Referral

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown University	Jay Soule	1400 Northland Drive, Mendota Heights, MN 55120	651-905-3400	Yes
Job Bank	Jim Korkki	390 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 Lasare	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.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	EMAIL ONLY	Yes
Burnsville/Eagan Community Television	Rayford Davis	Rayford.davis@ci.burnsville.mn.us	EMAIL ONLY	Yes
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	Yes
Women's Venture	Job Board	2324 University Ave., St. Paul, MN 55114	651-646-3808	No
Centro Cultural Chicano	Luis Saenz	1915 Chicago Ave. S., Mpls, MN 55404	612-874-1412	No
Center for Asian & Pacific Islanders`	Julie Honerbrink	3702 E. Lake St., # 200, Minneapolis, MN 55406	612-721-0122	No

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minnesota Indian Women's Resource Center	Julie Robles	2300 15th Ave. N., Minneapolis, MN 55404	612-728-2000	No
Working Opportunities for Women	Job Postings	1295 Bandana Blvd., # 110, St. Paul, MN 55108	651-647-9961	No
Jewish Vocational Services	Job Postings	13100 Wayzata Blvd., Minneapolis, MN 55305	952-591-02300	No
American Indian OIC	Dawn Paro	1845 E. Franklin Ave., Minneapolis, MN 55404	612-341-3385 ext. 111	Yes
WCCO.COM	Toby Collodora	90 S. 11th St., Minneapolis, MN 55403	612-339-4444	N/A

**5) Job Title: Traffic Assistant
Vacancy # 11**

Recruitment Source(s) of Hiree: Self

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Brown University	Jay Soule	1400 Northland Drive, Mendota Heights, MN 55120	651-905-3400	Yes
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	612-926-8123	No
Rehabilitation Consultant	Duane Helle	<u>Dhelle@mail.intracorp.com</u>	952-440-2068	Yes
Hmong Television	Kev Koom Siab	<u>Kevkoomsiab@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 Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	Yes
Women's Venture	Job Board	2324 University Ave., St. Paul, MN 55114	651-646-3808	No
Centro Cultural Chicano	Luis Saenz	1915 Chicago Ave. S., Minneapolis, MN 55404	612-874-1412	No

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
Metropolitan State University	Carol Lowe	700 E. 7th St., St. Paul, MN 55106	651-793-1200	No
Minnesota Indian Women's Resource Center	Julie Robles	2300 15th Ave. N., Minneapolis, MN 55404	612-728-2000	No
Working Opportunities for Women	Job Postings	1295 Bandana Blvd., # 110, St. Paul, MN 55108	651-647-9961	No
Jewish Vocational Services	Job Postings	13100 Wayzata Blvd., Minneapolis, MN 55305	952-591-02300	No
American Indian OIC	Dawn Paro	1845 E. Franklin Ave., Minneapolis, MN 55404	612-341-3385 ext. 111	Yes
WCCO.COM	Toby Collodora	90 S.11th St., Minneapolis, MN 55403	612-339-4444	N/A

5) Weather Anchor
Vacancy # 12

Referral Source(s) of Hire: Self

Recruitment Source Name	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
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
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, N3 68501	405-472-3522	No
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	PO Box 274, Savage, MN 55378	952-440-2068 dhelle@mail.intra corp.com	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
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	Yes
WCCO.COM	Toby Collodora	90 S. 11 th St., Minneapolis, MN 55403	612-339-4444	N/A

5) Job Title: Anchor
Vacancy # 13

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., Minneapolis, MN 55403	612-339-4444	N/A
American Women in Radio & Television	Catherine Flaherty	Cmflaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	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 Lasare	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123	No
Rehabilitation Consultant	Duane Helle	Dhelle@mail.intracorp.com	952-440-2068	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
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Drive, Mendota Heights, MN 55120	651-905-3400	Yes

**5) Job Title: Photojournalist
Vacancy # 14**

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 11th St., Minneapolis, MN 55403	612-339-4444	N/A
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	Cmflaherty@arbitron.com	EMAIL ONLY	No
Minneapolis Urban League	Sue Johnson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-302-3111	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	952-440-2068	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
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3400	Yes

6) Hiree Recruitment Source Summary

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
News Director	Employee Referral
Newscast Producer	Station Website
Customer Service Rep	Station Job Board
Managing Editor	Station Job Board
Production Manager	Station Job Board
Weather Anchor	Station Job Board
Newscast Producer	Station Website
Reporter	Self
Director of Sales	Employee Referral
Sales Assistant	Employee Referral
Traffic Assistant	Self
Weather Anchor	Self
Anchor	Self
Photojournalist	Employee Referral

Total # of Interviewees Referred by Each Source: For the period 12/1/07-11/30/08, this Employment Unit interviewed 85 interviewees for full time job vacancies. These Interviewees were referred by the following Sources:

Recruitment Source	Number of Interviewees Referred
Station Website	27
Employee Referral	12
Station Job Board	13
Outside Referral	11
Self	21
Job Fair	1

7) Supplemental Recruitment Measures

(a) Job Fairs

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
1. National Association of Hispanic Journalists	April 5, 2008	Bronze Corporate Media Sponsor. Jason DeRusha, Reporter, participated in the job fair and presented two seminars to Hispanic journalism students
2. Unity: Journalists of Color 2008. Unity is a coalition of the four alliances, Asian American Journalists, National Association of Hispanic Journalists, Native American Journalists Association and the National Association of Black Journalists. Their mission is to advocate fair and accurate news coverage about people of color, and aggressively challenge the industry to staff its organizations at all levels to reflect the nation's diversity	July 23-27, 2008	Scott Libin, News Director participated in the job fair recruiting efforts.

(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 and Content
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 and Content

(c) Participation in Events

Description of Recruitment Measure	Date	Personnel Involved (Name and Position)
1. ThreeSixty Program. ThreeSixty is a youth journalism program based at the Univ 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	November 7, 2008	Don Shelby, Anchor (guest lecturer)

(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