

## EEO PUBLIC FILE REPORT

This report covers full-time recruitment data for the period 12/1/12 to 11/30/13.

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 for unit Member:**

<b>Mailing Address:</b> 90 South 11 <sup>th</sup> Street Minneapolis, MN 55403	<b>Telephone Number:</b> 612-339-4444
	<b>Contact Person:</b> Ann Ouellette
	<b>Email Address:</b> <a href="mailto:aroulette@wcco.com">aroulette@wcco.com</a>

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

1. IT Specialist
2. Technician
3. Technician
4. Reporter
5. Sports Reporter/ Producer
6. Account Executive
7. Reporter
8. Account Executive
9. Operations Technician
10. Operations Technician
11. Digital Sales Manager
12. Communications/Marketing Specialist
13. National Sales Manager
14. Senior Account Executive
15. Receptionist/Customer Service Representative
16. Newscast Producer
17. Reporter
18. Senior Account Executive
19. Photojournalist
20. Writer/ Producer/ Editor
21. Operations Technician

5)

**Job Title: IT Specialist**  
**Recruitment Source(s) of Hiree: Employee Referral**  
**Vacancy #1**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Operations Technician**  
**Recruitment Source(s) of Hiree: In-house posting**  
**Vacancy #2**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Operations Technician**  
**Recruitment Source(s) of Hiree: In-house posting**  
**Vacancy #3**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Reporter**  
**Recruitment Source(s) of Hiree: Employee Referral**  
**Vacancy #4**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
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Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Sports Reporter/ producer**  
**Recruitment Source(s) of Hiree: Station Website**  
**Vacancy #5**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rinnac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

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

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rinnac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
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**Job Title: Reporter**  
**Recruitment Source(s) of Hiree: Station Website**  
**Vacancy #7**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

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

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Operations Technician**  
**Recruitment Source(s) of Hiree: In-house posting**  
**Vacancy #9**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Operations Technician**  
**Recruitment Source(s) of Hiree: In-house posting**  
**Vacancy #10**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Digital Sales Manager**  
**Recruitment Source(s) of Hiree: Employee referral**  
**Vacancy #11**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rinnac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Communications & Marketing Specialist**  
**Recruitment Source(s) of Hiree: In-house posting**  
**Vacancy #12**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rinnac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: National Sales Manager**  
**Recruitment Source(s) of Hiree: In-house posting**  
**Vacancy #13**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Senior Account Executive**  
**Recruitment Source(s) of Hiree: Employee Referral**  
**Vacancy #14**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
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**Job Title: Receptionist/ Customer Service Representative**  
**Recruitment Source(s) of Hiree: Employee referral**  
**Vacancy #15**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rinnac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
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Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
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**Job Title: Newscast Producer**  
**Recruitment Source(s) of Hiree: Station Website**  
**Vacancy #16**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rinnac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Reporter**  
**Recruitment Source(s) of Hiree: Station Website**  
**Vacancy #17**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rinnac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Senior Account Executive**  
**Recruitment Source(s) of Hiree: Employee referral**  
**Vacancy #18**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rinnac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Photojournalist**  
**Recruitment Source(s) of Hiree: Station Website**  
**Vacancy #19**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Writer/ Producer/ Editor**  
**Recruitment Source(s) of Hiree: Station Website**  
**Vacancy #20**

Recruitment Source Name	Contact Person	Address	Telephone Number
WCCO.COM	Alison Rimmac	90 South 11 <sup>th</sup> St., Minneapolis, MN 55403	612-339-4444
Arbita (America's Job Exchange, Indeed.com, Google Base)	CBS	Kenexa Applicant Tracking System	
Mn. Works job bank		300 N. Robert St., St. Paul, MN 55101	<a href="http://www.mnworks.org">www.mnworks.org</a>
American Women in Radio & Television	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY
Minneapolis Urban League	Steve Robinson	2000 Plymouth Ave. N., Minneapolis, MN 55411	612-827-9272 Ext. 136
Minnesota Broadcasters Association *****	Linda Lasere	3033 Excelsior Blvd., Minneapolis, MN 55416	612-926-8123
Rehabilitation Consultant	Duane Helle	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	EMAIL ONLY
Brown College Television & Digital Photography Career Services	Amber Luckie	1440 Northland Dr., Mendota Heights, MN 55120	651-905-3465
Metropolitan State University	Carol Lowe	700 E. 7 <sup>th</sup> St., St. Paul, MN 55106	651-793-1200
University of St. Thomas Career Services	Ginny Nelson	2115 Summit Ave., # 5020, St. Paul, MN 55105	<a href="https://stthomas-csm.symplicity.com/employers/">https://stthomas-csm.symplicity.com/employers/</a> 651-962-7871

**Job Title: Operations Technician**  
**Recruitment Source(s) of Hiree: Website**  
**Vacancy #21**

<b>Recruitment Source Name</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>
<b>WCCO.COM</b>	<b>Alison Rinnac</b>	<b>90 South 11<sup>th</sup> St., Minneapolis, MN 55403</b>	<b>612-339-4444</b>
<b>Arbita (America's Job Exchange, Indeed.com, Google Base)</b>	<b>CBS</b>	<b>Kenexa Applicant Tracking System</b>	
<b>Mn. Works job bank</b>		<b>300 N. Robert St., St. Paul, MN 55101</b>	<a href="http://www.mnworks.org">www.mnworks.org</a>
<b>American Women in Radio &amp; Television</b>	<b>Catherine Flaherty</b>	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	<b>EMAIL ONLY</b>
<b>Minneapolis Urban League</b>	<b>Steve Robinson</b>	<b>2000 Plymouth Ave. N., Minneapolis, MN 55411</b>	<b>612-827-9272</b> <b>Ext. 136</b>
<b>Minnesota Broadcasters Association *****</b>	<b>Linda Lasere</b>	<b>3033 Excelsior Blvd., Minneapolis, MN 55416</b>	<b>612-926-8123</b>
<b>Rehabilitation Consultant</b>	<b>Duane Helle</b>	<a href="mailto:dhelle@mail.intracorp.com">dhelle@mail.intracorp.com</a>	<b>EMAIL ONLY</b>
<b>Brown College Television &amp; Digital Photography Career Services</b>	<b>Amber Luckie</b>	<b>1440 Northland Dr., Mendota Heights, MN 55120</b>	<b>651-905-3465</b>
<b>Metropolitan State University</b>	<b>Carol Lowe</b>	<b>700 E. 7<sup>th</sup> St., St. Paul, MN 55106</b>	<b>651-793-1200</b>
<b>University of St. Thomas Career Services</b>	<b>Ginny Nelson</b>	<b>2115 Summit Ave., # 5020, St. Paul, MN 55105</b>	<a href="https://stthomas-csm.symphlicity.com/employers/">https://stthomas-csm.symphlicity.com/employers/</a> <b>651-962-7871</b>

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

College/EEO/Private Schools	Stations
Ability Building Center	KAAL Channel 6
Academy College	KADU FM 90.1
	KAGE AM/FM, KHME, KWNO AM/FM
Access	KARE Channel 11
AccessAbility	KAKK, KBKK, KDKK, KPRM, KQKK, KSKK, KXXX
Adult Client Training Service	KAOD FM 106.7
Adult Training & Habilitation Center	KAUS AM/FM
Alexandria Technical College	KARL, KARZ, KKCK, KMHL
Alliance of the Streets	KARP, KDUZ
Alto Consulting and Training	KASM, KDDG
American Council of the Blind of MN	KATE, KCPI
American Indian OIC School of Business and Office Technology	KBEM FM 88.5
Amputee Resource Foundation of America	KBAJ, KQDS
Anoka Ramsey Community College-Cambridge	KAWE Channel 9/22
Anoka Ramsey Community College-Coon Rapids	KBGY, WLKX
Anoka Technical College	KBEW AM/FM
Argosy University-Twin Cities	KBHW, KXBR
Augsburg College	KBHL FM 103.9
Auto Technical, Inc.	KBHP, KBUN, KKZY, KLLZ
Bemidji State University	KBJR Channel 6
Benilde-St. Margaret's School	KBMW, KGWB
Bethany Lutheran College	KBMO, KSCR
Bethel College	KBMX, KKCB, KLDJ, WEBC
Brainco-The Minneapolis School of Advertising, Design, and Interactive Studies	KBOT, KDLM
Brown Institute	KBPR, KNBJ, KCRB
Building for Women	KBRF, KJK AM/FM, KPRW, KZCR
Capella University	KBRR/KVRR TV 15
Cardinal Stritch University	KBSB FM 89.7
Carlton College	KCHK, KRDS
Carver County Workforce Center	KCAJ FM 102.1
Cedar Valley Service Inc. Alpha Program	KCCD FM, KCCM FM
Cedar Valley Services, Inc	KCNN, KNOX AM/FM, KYCK, KZLT
	KCFB, KTIG, WZFJ
Central Lakes College-Brainerd	KCGN FM 101.5
Central Lakes College-Staples	KCUE, KLCH, KWNG
Central MN Jobs & Training Services	KCLD FM 104.7
Century College	KCLH, KQYB
Chippewa Enterprises, Inc.	KQRS, KXXR, WGVX, WGVY, WGVZ
Choice Unlimited	KDAL AM/FM, KRBR, KTCO, KXTP, WDSM
	KDIO, KPHR
Clay County Supportive Training Service	KDHL, KQCL
College of St. Benedict	KDJS AM/FM
St. Catherine University	KDMA, KKRC, KMGM
College of St. Scholastica	KDNI, KDNW
Concordia College, Moorhead	KDOG, KRRW, KTOE, KXAC
Concordia University, St. Paul	
Crossroads College	
Crown College	

Dakota County Technical College  
Dunwoody College of Technology  
East Polk County DAC  
East Range Developmental Achievement Center (DAC)  
Equality-Pathways to Potential  
Federation of Somali Community  
Fond du Lac Opportunities Industrialization Center  
Fond du Lac Tribal & Community College  
Globe University  
Goodwill Industries Vocational Enterprises  
Goodwill/Easter Seals  
Grant County D.A.C., Inc.  
Gustavus Adolphus College  
Hamline University  
Hennepin Technical College-Brooklyn Park  
Hennepin Technical College-Eden Prairie  
Hibbing Community College  
Hired  
Houston County Networks  
Indian Family Services, Inc.  
Inroads/Minneapolis-St. Paul, Inc.  
Institute of Production and Recording  
Intercultural Mutual Assistance Association  
Inver Hills Community College  
Itasca Community College  
Itasca Developmental Achievement Center, Inc  
Jeane Thorne inc  
Job Training Center  
Jobs Now Coalition  
Jobs Plus, Inc.  
Kandi Works DAC, Inc  
Lake Superior College  
Lao Assistance Center of MN  
Lao Family Community of MN  
Learning Strategies Corporation  
Life-Work Planning Center  
Macalester College  
Mahnommen County DAC  
Mankato Rehabilitation Center, Inc. (MRCI)  
Marantha Community College  
Martin Luther College  
McNally Smith College of Music  
MDI Commercial Services  
Merrick Partners, Inc  
Mesabi Range Community & Technical College--Eveleth  
Mesabi Range Community & Technical College--Virginia  
Metro Work Center, Inc.  
Metropolitan State University  
Miami Ad School Minneapolis  
Minneapolis American Indian Center

KDOM AM/FM  
KDWB, KEEY, KFAN, KFXN, KJZI, KQQL, KTCZ  
KDWA AM 1460  
KEYL, KXDL  
KEEZ FM 99.1  
KDXL FM 99.7  
KFGI, KLIZ AM/FM, KVBR  
KFAI FM 90.3  
KEYC Channel 12  
KFMC, KSUM  
KFIL AM/FM  
KFSI FM 92.9  
KGPZ FM 96.1  
KFML, KLTF, WYRQ  
KGHS, KSDM  
KITN, KWOA AM/FM  
KGAC, KNGA, KNOW  
KIKV FM 100.7  
KJLY FM 104.5  
KJOE FM 106.1  
KKCQ AM/FM, KKEQ  
KKAQ, KKDQ  
KKBJ AM/FM, WBJI  
KKJM FM 92.9  
KKIN AM/FM  
KKOJ, KRAQ  
KKLN FM 94.1  
KKSJ FM 96.7  
KKOK FM, KMRS FM  
KKMS, KYCR, WWTC  
KKWQ FM 92.5  
KLCI, WQPM  
KLBB, KLBP, WMNN  
KKWS, KNXP, KWAD  
KLCX, KOLM, KWWK  
KLFD AM 1410  
KLFN, KOLV, KQIC, KWLM  
KLGR AM/FM  
KLKS 104.3  
KLQL  
KLQP FM 92.1  
KLSE, KZSE  
KLTA, KPFX, KQWB, KVOX  
KLZZ, KMXX, KXSS, WJON, WWJO  
KMFG, WMFG AM/FM, WNMT, WTBX, WUSZ  
KMFY, KOZY  
KMGK FM 107.1  
KMOJ FM 89.9  
KMSP Channel 9

Minneapolis Business College	KMSU, KMSK
Minneapolis College of Art and Design	KMWB Channel 23
Minneapolis Community & Technical College	KNOF FM 95.3
Minnesota Public Radio	KQAD
Minnesota Resource Center	KNSI AM 1450
Minnesota School of Business-Richfield	KNUJ FM 107.3
Minnesota School of Business-Brooklyn Center	KNSR, KSJR
Minnesota State College- Southeast Technical-Red Wing	KNUJ AM 860
Minnesota State College- Southeast Technical-Winona	KNXR, KRPR
Minnesota State University--Mankato	KPXM Channel 41
Minnesota State University, Moorhead	KQAL FM 89.5
Minnesota State Community and Technical College-Detroit Lakes	KQPR FM 96.1
Minnesota State Community and Technical College-Fergus Falls	KQDS Channel 21
Minnesota State Community and Technical College-Moorhead	KQEG FM 102.7
Minnesota State Community and Technical College-Wadena	KRBI AM/FM
Minnesota West Community & Technical College-Canby	KRBT, WEVE
Minnesota West Community & Technical College-Granite Falls	KRCQ FM 102.3
Minnesota West Community & Technical College-Jackson	KRFO AM/FM
Minnesota West Community & Technical College-Pipestone	KRJB FM 106.3
Minnesota West Community & Technical College-Worthington	KRJM FM 101.5
MN Cooperation Officer	KRLX FM 88.1
MN Diversified Industries	KROC AM/FM, KYBA
MN Teamsters Service Bureau	KROX AM 1260
MN Vocational Association	KRSW FM 89.3
MW Persons and Associates Inc	KRWB AM 1410
National Federation of the Blind of MN	KRWC AM 1360
New Directions/Otter Tail-Wadena CAC, Inc	KRVY FM 97.3
Newgate Education and Research Center, Inc	KSAX Channel 42
Normandale Community College-Bloomington	KSMN Channel 20/15
North American Training Institute	KSTP FM
North Central Career Development Center	KSTP Channel 5/50
North Central University	KSRQ FM 90.1
North Hennepin Community College	KTCA/KTCI 16/17
Northland Community & Technical College-Thief river Falls	KTIS AM/FM
Northland Community & Technical College – East Grand Forks	KTTB FM 96.3
Northwest Indian OIC, Inc.	KTTC Channel 10/36
Northwest Technical College	KUMD FM 103.3
Northwest Technical Institute	KUMM FM 89.7
Northwestern College	KUOM AM/FM
Oak Hills Christian College	KFIL
Oakland Area Learning Center	KVSC FM 88.1
Occupational Development Center, Inc.	KWCM Channel 10
Opportunity Partners	KWOM AM
Opportunity Services Inc.	KXLP, KYSM AM/FM
Pine Habilitation and Supported Employment (PHASE)	KXLT Channel 47
Pine Technical College	KXRA AM/FM, KXRZ
Project SOAR of Northeastern MN, Inc.	KYMN AM 1080
Prosource Educational Services, Inc	WCCO AM 830
Quality Career Services, Inc.	WCCO Channel 4
Rainy River Community College	WCMP AM/FM

Ramsey Action Programs, Inc.  
Rasmussen College- Mankato Campus  
Ridgewater College-Willmar  
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  
Service Enterprises, Inc.  
SOAR Career Solutions  
South Central Technical College-Faribault  
South Central Technical College-North Mankato  
Southwest MN Private Industry Council, Inc. - Marshall  
Southwest MN Private Industry Council, Inc.-Montevideo  
Southwest MN State University - Career Services  
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

WCTS AM 1030  
WDGY, WMIN  
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  
KBK

Todd County Developmental Achievement Center  
Transition of the Twin Cities  
TSE, Inc  
Twin City Area Labor Management Council  
United Cambodian Association of MN (UCAM)  
University of Minnesota  
University of St. Thomas  
University of Wisconsin – River Falls  
Upper Midwest American Indian Center  
Vermillion Community College  
Vietnamese Minnesotans Association  
Vision Loss Resources  
WACOSA  
Walden University  
West Nicollet & Brown Counties DAC  
Winona County Development Achievement Center  
Winona ORC Industries, Inc  
Winona State University  
Women in the Trades  
Women in Transition  
Women's Resource Center of Steele County  
Working Opportunities for Women



**6) Hiree Recruitment Source Summary**

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
IT Specialist	Employee referral
Technician	In-house posting
Technician	In-house posting
Reporter	Employee referral
Sports Reporter/Producer	Station Website
Account Executive	Employee referral
Reporter	Station website
Account Executive	Station website
Operations Technician	In-house posting
Operations Technician	In-house posting
Digital Sales Manager	Employee referral
Communications/Marketing Specialist	In-house posting
National Sales Manager	In-house posting
Senior Account Executive	Employee referral
Receptionist/Customer Service Rep	Employee referral
Newscast Producer	Station website
Reporter	Station website
Senior Account Executive	Employee referral
Photojournalist	Station website
Writer/Producer/Editor	Station website
Operations Technician	Station website

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**Total # of interviewees Referred by Each Source: For the period 12/1/12-11/30/13, this Employment Unit interviewed 21 interviewees for full time job vacancies. These interviews were referred by the following Sources:**

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
Station Website	8
Employee Referral	7
Station Job Board	6

## 7) Supplemental Recruitment Measures

### (a) Job Fairs

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
St Thomas Multicultural Forum on Workplace Diversity Career Fair, which we sponsored and attended – included conference sessions for HR professionals to learn to recruit and retain a diverse workforce	April 9-10, 2013	Ann Ouellette- Controller Barb Tveit- Payroll Administrator

### (b) Internship

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
Internship program for college credit. Ongoing internship programs which places interns in all departments within the station including News, Marketing, Community Relations and Sales	Ongoing	Ann Ouellette, Controller
Emma Bowen Foundation. National program established locally	Ongoing	Ann Ouellette, Controller
CTS News Apprenticeship Program	Ongoing	Ann Ouellette, Controller

### (c) Participation in Events

Description of Recruitment Measure	Date	Personnel Involved (Name and Position)
United Negro College Fund Leaders on Education Luncheon Sponsor. This event included local government officials, business and academic leaders to support UNCF and their efforts to help students attend and graduate college	Feb. 15, 2013	Brien Kennedy, VP/GM; Mike Caputa, News Director; Casey Kespohl, Brand Director; Michelle Redberg, Account Executive; Mona Marozas, News Apprentice Intern
Univ. of MN School of Journalism and Mass Comm. Spring Forum – members of professional community along with current students and alumni attended speech re: diversity in media organizations and CBS's own diversity initiatives.	April 2, 2013	CBS Senior Vice President and Chief Diversity Officer, Josie Thomas- featured speaker
Spirit of Courage Center-employee appreciation dinner-center empowers people with disabilities and helps them realize their full potential	April 6, 2013	Jamie Yuccas, WCCO Anchor/Reporter co-emceed event with WCCO Radio's Susie Jones
Century College Foundation – Futures in Bloom, their mission is to inspire, prepare and empower students to succeed in a changing world	April 18, 2013	Chris Shaffer, WCCO Chief Meteorologist, emceed event
Hennepin Theater Trust-Critical Review is a group of local high school students interested in Theater, Journalism and Mass Comm.-station tour and speech	May 7, 2013	Aristea Brady, WCCO Reporter, gave speech to students.

**c) Participation in Events**

<b>Description of Recruitment Measure</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
Urban League Gala – celebrating the mission of the Mpls Urban League’s work to create opportunities for people of color and promote their economic success and work as advocates for policies to end racial disparities	June 20, 2013	Angela Davis-anchor, Mike Caputa-News Director, Brien Kennedy-General Manager
Flame of Hope Gala – Annual American Indian College Fund Gala raising funds for support of American Indian Education Opportunities	Oct. 10, 2013	Casey Kespohl, Creative and Communications Director; Angela Benson, Asst. News Director; Michelle Redberg, AE and American Indian; Cole Premo, Web Producer and American Indian; Kate Link, Communications Specialist
Celebrate Rise! Fundraising Gala-local organization committed to finding employment, housing and transportation for people w/ significant disabilities and other barriers	Oct. 10, 2013	Jason DeRusha, WCCO Anchor, emceed the event

**(d) Training Personnel**

<b>Description of Recruitment Measure</b>	<b>Date</b>	<b>Describe</b>
Sexual Harassment/And Discrimination training for all new employees	Ongoing	Web-based training
Prevent Harassment at CBS Corporation, Eye on Ethics for all employees	Ongoing	Web-based training
Leaders in Veteran Employment session. Separate part of the St Thomas Multicultural Forum and Workplace Diversity. Session covered challenges veterans face in finding employment, understanding military culture and what companies can do to support veterans, military members and their families.	April 9, 2013	Barb Tveit-Payroll Administrator