

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 22, 2010, to November 21, 2011.

1) **Employment Unit Location/Name:** CBS Radio – Minneapolis, Minnesota
CBS Radio Media Corporation & The Audio House, Inc.

2) **Unit Members (List all station call signs and communities of license):**
KZJK(FM), St. Louis Park, MN
WCCO(AM), Minneapolis, MN
WLTE(FM), Minneapolis, MN

3) **EEO Contact Information for Employment Unit:**

Mailing Address:	Telephone Number:
KZJK/WCCO/WLTE 625 Second Avenue South Minneapolis, MN 55402	612-370-0698
	Contact Person:
	Francie Kennedy
	E-mail Address:
	franciekennedy@cbsradio.com

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

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. Broadcast Journalist	AllAccess.com
2. Account Executive	CBSradio.com
3. Account Executive	Internal Posting
4. IT Administrator	Internal Posting
5. Account Executive	Star Tribune
6. Account Executive	Internal Posting
7. Producer	Internal Posting
8. Broadcast Journalist	AllAccess.com
9. Production Director	Internal Posting
10. Sales Assistant	Internal Posting
11. Sales Assistant	Internal Posting
12. Program Director	Internal Posting
13. Local Sales Manager	CBSradio.com
14. Account Executive	CBSradio.com
15. Local Digital Sales Manager	CBSradio.com
16. News Director	Internal Posting
17. Account Executive	CBSradio.com
18. Digital Sales Specialist	CBSradio.com
19. Digital Sales Specialist	CBSradio.com
20. Account Executive	Internal Posting

Stations KZJK(FM), WCCO(AM) and WLTE(FM) are Equal Opportunity Employers.

5) Job Title 1: Broadcast Journalist

Referral Source of Hire: AllAccess.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	2	NO
GoogleBase	Website – no contact	--	www.google.com	2	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	1	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Minnesota Broadcasters Association ¹	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 2: Account Executive

Referral Source of Hire: CBSradio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	1	NO
GoogleBase	Website – no contact	--	www.google.com	1	NO

¹ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO
Minnesota Broadcasters Association ²	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimalresume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 3: Account Executive

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO

² As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

Minnesota Broadcasters Association ³	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimalresume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 4: IT Administrator

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	1	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	1	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Minnesota Broadcasters Association ⁴	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	4	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

³ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

⁴ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

5) Job Title 5: Account Executive

Referral Source of Hire: Star Tribune

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO
Minnesota Broadcasters Association ⁵	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimalresume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	1	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 6: Account Executive

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES

⁵ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	1	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO
Minnesota Broadcasters Association ⁶	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimalresume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 7: Producer

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO

⁶ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Minnesota Broadcasters Association ⁷	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 8: Broadcast Journalist

Referral Source of Hire: AllAccess.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	2	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	1	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Minnesota Broadcasters Association ⁸	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

⁷ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

⁸ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

5) Job Title 9: Production Director

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	5	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	1	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Minnesota Broadcasters Association ⁹	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 10: Sales Assistant

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO

⁹ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	1	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 11: Sales Assistant

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	1	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 12: Program Director

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	2	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	7	NO

Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO
Minnesota Broadcasters Association ¹⁰	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 13: Local Sales Manager

Referral Source of Hire: CBSradio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	1	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	1	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

¹⁰ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

5) Job Title 14: Account Executive

Referral Source of Hire: CBSradio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO
Minnesota Broadcasters Association ¹¹	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimalresume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 15: Local Digital Sales Manager

Referral Source of Hire: CBSradio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO

¹¹ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Broadcasting and Cable	Website – no contact	28 E. 28th St. 12th Floor New York, NY 10016	800-554-5729	0	NO
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Linkedin.com	Website – no contact	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com	1	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO
Mediapost.com	Website—no contact	15 East 32nd Street, 7th Floor, New York, NY 10016	212-204-2000	0	NO
MediaJobs.net	Website—no contact	1060 First Ave, Suite 100 King of Prussia, PA 19406	610-878-2800	0	NO
Minnesota Broadcasters Association ¹²	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Minnesota Interactive Marketing Assoc	Website—no contact	1821 University Ave W #S256 St Paul, MN 55104	651- 999-5345	1	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimalresume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 16: News Director

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO

¹² As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Broadcasting and Cable	Website – no contact	28 E. 28th St. 12th Floor New York, NY 10016	800-554-5729	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO
Minnesota Broadcasters Association ¹³	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
News Talk Sports Media Online	Al Peterson	14300 Sandhill Road Poway, CA 92064	858-486-7559	2	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	1	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 17: Account Executive

Referral Source of Hire: CBSradio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Augsburg College	Sandy Tilton	2211 Riverside Avenue South Minneapolis, MN 55454	612-330-1472	0	NO
Broadcasting and Cable	Website – no contact	28 E. 28th St. 12th Floor New York, NY 10016	800-554-5729	0	NO
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	NO

¹³ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	1	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	1	NO
Minnesota Broadcasters Association ¹⁴	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
MNWORKS.NET JOBS	Website – no contact	--	www.mnworks.net	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimal resume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 18: Digital Sales Specialist

Referral Source of Hire: CBSradio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexchange.com	0	YES
Broadcasting and Cable	Website – no contact	28 E. 28th St. 12th Floor New York, NY 10016	800-554-5729	0	
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO

¹⁴ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Linkedin.com	Website – no contact	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO
Mediapost.com	Website—no contact	15 East 32nd Street, 7th Floor, New York, NY 10016	212-204-2000	0	NO
MediaJobs.net	Website—no contact	1060 First Ave, Suite 100 King of Prussia, PA 19406	610-878-2800	0	NO
Minnesota Broadcasters Association ¹⁵	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Minnesota Interactive Marketing Assoc	Website—no contact	1821 University Ave W #S256 St Paul, MN 55104	651- 999-5345	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimal resume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 19: Digital Sales Specialist

Referral Source of Hire: CBSradio.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexcha nge.com	0	YES
Broadcasting and Cable	Website – no contact	28 E. 28th St. 12th Floor New York, NY 10016	800-554-5729	0	NO
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	0	NO
Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO

¹⁵ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Linkedin.com	Website – no contact	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	0	NO
Mediapost.com	Website—no contact	15 East 32nd Street, 7th Floor, New York, NY 10016	212-204-2000	0	NO
MediaJobs.net	Website—no contact	1060 First Ave, Suite 100 King of Prussia, PA 19406	610-878-2800	0	NO
Minnesota Broadcasters Association ¹⁶	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
Minnesota Interactive Marketing Assoc	Website—no contact	1821 University Ave W #S256 St Paul, MN 55104	651- 999-5345	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimal resume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

5) Job Title 20: Account Executive

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Website – no contact	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	www.allaccess.com	0	NO
America's Job Exchange	Website – no contact	400 Minuteman Rd. Andover, MA 01810	www.americasjobexcha nge.com	0	YES
Augsburg College	Sandy Tilton	2211 Riverside Avenue South Minneapolis, MN 55454	612-330-1472	0	NO
Broadcasting and Cable	Website – no contact	28 E. 28th St. 12th Floor New York, NY 10016	800-554-5729	0	NO
Brown College	Beth Mathiason	1440 Northland Drive Mendota Heights, MN	651-905-3400	0	NO
CBSradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	NO
Craigslist.com	Website – no contact	--	www.craigslist.com	0	NO
GoogleBase	Website – no contact	--	www.google.com	1	NO

¹⁶ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

Indeed.com	Website – no contact	177 Broad St., 6 th Floor Stamford, CT 06901	www.indeed.com	0	NO
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	NO
Jobirn.com	Website – no contact	1250 Oakmead Pkwy, Suite 210 Sunnyvale, CA 94085	www.jobirn.com	0	NO
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis, MN 55416	952-927-4487	1	NO
Minnesota Broadcasters Association ¹⁷	Linda LaSere	3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	612-926-8123	0	NO
MNWORKS.NET JOBS	Website – no contact	--	www.mnworks.net	0	NO
Monster.com	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Rasmussen College	Website – no contact	Various MN campuses	www.rasmussen.optimalresume.com	0	NO
Star Tribune Newspaper	Tim Hayes	425 Portland Avenue Minneapolis, MN 55488	612-673-4209	0	NO
Station On-Air Announcements	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	0	NO

6) **Total # of Interviewees Referred:** For the period from November 22, 2010, through November 21, 2011, this Employment Unit interviewed 127 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Measures.**

(a) Participation in Job Fairs

Description of Supplemental Recruitment Measures	Date	Personnel Involved
Station personnel with substantial responsibility in the making of hiring decisions participated in the Brown College Spring Exposition and Career Fair, Minneapolis, MN. Discussed positions available at the stations and the Employment Unit's internship program.	April 14, 2011	Promotion Director Promotion Assistants

(b) Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measures	Date	Personnel Involved
Participated in the Brown College Program Review, Panel, Minneapolis, MN. Discussed Program Review that students will have to go through before they graduate from broadcasting courses.	January 18, 2011	Assistant Program Director
Provided lecture to University of Minnesota Marketing Class at Carlson School of Management, Minneapolis, MN, regarding the role and experiences	March 22, 2011	Promotions Director

¹⁷ As indicated herein, in general, when the Employment Unit sent notice of job vacancies to the Minnesota Broadcasters Association (MBA), the MBA forwarded the notice to the recruitment sources listed in Recruitment Source Lists A, B, and C.

of marketing. Available to answer student questions about careers in radio broadcasting.		
Spoke at Seminar on the Importance of Networking at Brown College, Minneapolis, MN.	June 30, 2011	NTR Sales Manager
Participated in the Annual Meeting at Brown College, Minneapolis, MN. Discussed programs, internships, graduation and care/employment opportunities.	October 13, 2011	Assistant Program Director

(c) Internship Program

Description of Supplemental Recruitment Measures	Date	Personnel Involved
The Employment Unit conducts an ongoing internship program designed to assist college students in acquiring skills needed for broadcast employment and careers in broadcasting.	Ongoing	Promotions Managers

(d) Participation in Events Sponsored by Groups Interested in Broadcast Employment Issues

Description of Supplemental Recruitment Measures	Date	Personnel Involved
The Employment Unit conducted a tour for H.O.M.E.S., Inc. Access to Employment for handicapped individuals working to achieve their career goals in Minneapolis, MN. Discussed radio station departments and career opportunities in broadcasting, and toured studios.	November 21, 2011	Human Resources Manager Program Director Assistant Program Director Promotions Manager

(e) Participate in General Outreach Efforts Using Job Banks or Internet Programs

Description of Supplemental Recruitment Measures	Date	Personnel Involved
KZJK, WCCO and WLTE have made significant contributions to the CBS Radio career website (www.cbsradio.com), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Human Resources Representative Executive Assistant

(f) Participation in Other Activities Designed to Further the Goal of Disseminating Information as to Employment Opportunities in Broadcasting to Candidates Who Might Otherwise Be Unaware of Such Opportunities

Description of Supplemental Recruitment Measures	Date	Personnel Involved
Mentored student of University of Minnesota in School of Journalism Society of Professional Journalist. Student shadowed a station broadcast journalist approximately once per week for February through March 2011. Student and mentor discussed	February – March 2011 (multiple dates)	Broadcast Journalist

Stations KZJK(FM), WCCO(AM) and WLTE(FM) are Equal Opportunity Employers.

skills necessary to further career in broadcasting.		
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(g) Mentoring Program

Description of Supplemental Recruitment Measures	Date	Personnel Involved
The Employment Unit has implemented a sales training/mentoring program to assist with the growth, development, and support of junior account executives and other entry level personnel who have interest in career in sales. During this reporting period, the Employment Unit had 1 participant in the training/mentoring program.	Ongoing	Human Resources Manager Director of Sales

Recruitment Source List A

Bemidji State University
Career Services
1500 Birchmont Drive NE
Bemidji, MN 56601

Northwestern College
Communications Department
3003 Snelling Avenue N.
St. Paul, MN 55113

St. Cloud State University
Attn: Career Services
720 4th Ave South
St. Cloud, MN 56301

Winona State University
Attn: Vicki Decker
PO Box 5838
Winona, MN 55987

Metropolitan State University
Attn: Career Services
700 East Seventh St
St. Paul, MN 55106

Minnesota State University, Moorhead
Attn: Career Services
1104 Seventh Ave South
Moorhead, MN 56563

Southwest State University
Attn: Ginger Kaufman
1501 State Street
Marshall, MN 56258

Alexandria Technical College
Attn: Counseling Center
1601 Jefferson St
Alexandria, MN 56308

Brown Institute
Broadcast Department
1440 Northland Drive
Mendota Heights, MN 55120

Anoka Ramsey Community College
Attn: Career Center
300 Polk Street South
Cambridge, MN 55008

Anoka Ramsey Community College
Attn: Career Center
11200 Mississippi Blvd
Coon Rapids, MN 55433

Central Lakes College
Attn: Joan Jenkins
501 West College Drive
Brainerd, MN 56401

Central Lakes College
Attn: Joan Jenkins
1830 Airport Road
Staples, MN 56479

Century College
Attn: Janice Japs
3300 Century Ave North
White Bear Lake, MN 55110

Dakota County Technical College
Attn: Nancy Bailey
1300 145th St East
Rosemont, MN 55068

Minnesota State Community and Technical College
Attn: Sue Vickstrom
1414 College Way
Fergus Falls, MN 56537

Fond du Lac Tribal & Community College
Attn: Patricia Grace
2101 14th St
Cloquet, MN 55720

Hennepin Technical College
Attn: Mary Babcock
9000 Brooklyn Blvd.
Brooklyn Park, MN 55445

Hennepin Technical College
Attn: Cheryl Benkofske
13100 College View Drive
Eden Prairie, MN 55347

Hibbing Community College
Attn: Holly Hanson
1515 East 25th St
Hibbing, MN 55746

Inver Hills Community College
Attn: Tom Andrews
2500 80th St East
Inver Grove Heights, MN 55076

Mark Seignious – Comm. Dept.
Northwestern College
3003 Snelling Ave N
St. Paul, MN 55113

Lake Superior College
Attn: Betsy Jacobson
2101 Trinity Rd
Duluth, MN 55811

University of Minnesota
Attn: Kelly Lavin
111 Murphy Hall
206 Church St. SE
Minneapolis, MN 55455

Mesabi Range Community & Technical College
Attn: Kerry Lakso
1001 Chestnut St West
Virginia, MN 55792

Minnesota School of Business
Eric Slette
1401 West 76th Street
Richfield, MN 55423

Minnesota State College- Southeast Technical
Attn: Tascha Kinney
308 Pioneer Rd
Red Wing, MN 55066

Minnesota State College- Southeast Technical
Attn: Tascha Kinney
1250 Homer Rd PO Box 409
Winona, MN 55987

Minnesota West Community & Technical College
Attn: Career Services
1011 First St West
Canby, MN 56220

Minnesota West Community & Technical
College
Attn: Career Services
1593 11th Ave
Granite Falls, MN 56241

Minnesota West Community & Technical College
Attn: Debra Buschena
401 West St
Jackson, MN 56143

Minnesota West Community & Technical College
Attn: Career Services
1314 N. Hiawatha Ave
Pipestone, MN 56143

Minnesota West Community & Technical
College
Attn: Career Services
1450 Collegeway
Worthington, MN 56187

Normandale Community College
Attn: Ken Bursaw
9700 France Ave South
Bloomington, MN 55431

North Hennepin Community College
Attn: Karen Philbin
7411 85th Ave North
Brooklyn Park, MN 55445

Northland Community & Technical College
Attn: Susan Dowers
1101 Hwy 1 East
Thief River Falls, MN 56701

Northwest Technical College
Attn: Kimberly Johnson
950 Blue Gentian Road #950
Eagan, MN 55121

Minnesota State Community and Technical College
Attn: Ted Torgerson
900 Hwy 34 East
Detroit Lakes, MN 56501

Northland Community & Technical College –
East Grand Forks
Attn: Susan Dowers
2022 Central Ave NE
East Grand Forks, MN 56721

Minnesota State Community and Technical College
Attn: Tom Dubbels
1900 28th Ave South
Moorhead, MN 56560

Minnesota State Community and Technical College
Attn: Nancy Rach
405 SW Colfax PO Box 566
Wadena, MN 56482

Pine Technical College
Attn: Kathleen Arola
900 4th St SE
Pine City, MN 56482

Rainy River Community College
Attn: Career Services
1501 Hwy 71
International Falls, MN 56649

Normandale Community College
Attn: Ken Bursaw
9700 France Ave South
Bloomington, MN 55431

Ridgewater College, Willmar Campus
Attn: Ardith Ampe
2101 15th Ave NW
PO Box 1097
Willmar, MN 56201

Riverland Community College
Attn: Annette Huffman
2200 Riverland Drive
Albert Lea, MN 56007

South Central Technical College
Attn: Diane Hendrickson
1920 Lee Blvd
North Mankato, MN 56003

Rochester Community & Technical College
Attn: Bob Ekstam
851 30th Ave SE
Rochester, MN 55904

St. Cloud Technical College
Attn: Pat Schug/Jackie Bauer
1540 Northway Drive
St. Cloud, MN 56303

St. Paul College
Attn: Steven Jenissen
235 Marshall Ave
St. Paul, MN 55102

South Central Technical College
Attn: Sue Wold
1225 SW Third St
Faribault, MN 55021

Federation of Somali Community
Saeed Fahia
420 15th Ave S.
Minneapolis, MN 55454

Vermillion Community College
Attn: Cindy Anderson Bina
1900 East Camp St.
Ely, MN 55731

Recruitment Source List B

Ability Building Center
Wallace Bigelow
PO Box 6938
1911 14th St. NW
Rochester , MN 55903

AccessAbility
Steven Ditschler
360 Hoover St. NE
Minneapolis, MN 55413

Adult Training & Habilitation Center
311 Fairlawn Ave E
Winsted, MN 55395

Access
403 Center Ave
Suite 512
Moorhead, MN 56560

American Indian OIC, Inc.
Lee Antell
1845 E. Franklin Ave
Minneapolis, MN 55404

Amputee Resource Foundation of America
Al Pike
2324 Wildwood Trail
Minnetonka, MN 55305

Adult Client Training Service
Karen Borden
802 E. Fairview Ave.
Olivia, MN 56277

Alliance of the Streets
Herb Frey
2211 Clinton Ave
Minneapolis, MN 55404

American Council of the Blind of MN
6300 Shingle Creek Pkwy
Suite 195
Brooklyn Center, MN 55430

Auto Technical, Inc.
Tia Henry-Johnson
999 41st Ave NE Apt 224
Columbia Hts, MN 55421

Building for Women
32 E. 1st Street
Duluth, MN 55802

Carver County Workforce Center
Mary Rudulf
602 E. 4th St.
Chaska, MN 55318

Fond du Lac Opportunities Industrialization
Center
Rachelle King
1720 Big Lake Rd.
Cloquet, MN 55720

Chippewa Enterprises, Inc.
Terry Nielsen
PO Box 362
Montevideo, MN 56265

Clay County Supportive Training Service
403 Center Ave
Suite 512
Moorhead, MN 56560

Central MN Jobs & Training Services
Diane Bublitz
P.O. Box 720
Monticello, MN 55362

Confederation of Somaili Community in MN
2529 13th Ave S.
Minneapolis, MN 55404

Choice Unlimited
1829 E. Superior St.
Duluth, MN 55812

Cedar Valley Service Inc. Alpha Program
James Mueller
1839 SE Broadway Ave
Albert Lea, MN 56007

Cedar Valley Services, Inc.
Jim Mueller
2111 4th StNW
Austin, MN 55912

Goodwill Industries Vocational Enterprises
Douglas Werber
700 Garfield Ave
Duluth, MN 55802

East Polk County DAC
Wayne Holt
PO Box 178
326 Mark Ave N.
Fosston , MN 56542

East Range Developmental Achievement Center
(DAC)
Dale Gilbertson
800 A Ave.
Eveleth, MN 55734

Equality-Pathways to Potential
Greg Hani
5535 Lake Sarah Heights Dr.
Loretto, MN 55357

Goodwill/Easter Seals
553 Fairview Avenue North
St. Paul, MN 55104

Grant County D.A.C., Inc.
Todd Nelson
PO Box 166
Hoffman, MN 56339

Work With Dignity
George Brady
1900 11th Ave S.
Minneapolis, MN 55404

Hired
Shelly Kuiper
1200 Plymouth Ave N
Minneapolis, MN 55411

Houston County Networks
Beth Iseminger
PO Box 408
Caledonia, MN 55921

Indian Family Services, Inc.
Magi Spears
1315 Penn Ave. N
Minneapolis, MN 55411

Inroads/Minneapolis-St. Paul, Inc.
Melvin Collins
1600 University Ave W #3
St. Paul, MN 55104

Intercultural Mutual Assistance Association
Ron Buzard
2500 Valley High Dr NW
Rochester, MN 55901

West Nicollet & Brown Counties DAC
PO Box 668
2100 N. Broadway
New Ulm, MN 56073

Itasca Developmental Achievement Center, Inc.
Mary Rittmiller
PO Box 20
Grand Rapids, MN 55744

Job Training Center
April Sutor
300 11th Ave NW
Suite 114
Rochester, MN 55901

Jobs in Transition Support Group
Donald Sayner
584 Sherwood Rd.
St. Paul, MN 55126

Jobs Now Coalition
Kris Jacobs
400 Selby Ave
Suite Q
St. Paul, MN 55102

Jobs Plus, Inc.
Roberta Walker
200-16th Ave SE
Waseca, MN 56093

Kandi Works DAC, Inc.
Debra Terwisscha
Box 119
Atwater, MN 56209

KAPOSIA Inc.
Jacqueline Mlynarczyk
380 E. Lafayette Freeway S.
Suite 212
St. Paul, MN 55107

Lao Assistance Center of MN
503 Irving Ave. N
Ste. 100A
Minneapolis, MN 55405

Lao Family Community of MN
Ying Vang
320 University Ave W.
St. Paul, MN 55103

Women in Transition
Lonna Szczesny
6715 Minnetonka Blvd.
Suite 212
St. Louis Park, MN 55426

Life-Work Planning Center
Susan Bruss
201 N Broad St. Suite 100
Union Square Business Center
Mankato, MN 56001

Mahnomen County DAC
Joanne Fatz
123 N. Railway St.
Mahnomen, MN 56557

Mankato Rehabilitation Center, Inc. (MRCI)
William Bickett
15 Map Dr.
Mankato, MN 56001

Mark Persons
MW Persons and Associates Inc
10032 Island DR
Brainerd, MN 56401-5379

MDI Commercial Services
Lloyd Bratland
1700 Wynne Ave
St. Paul, MN 55108

Merrick Partners, Inc
3210 Labore RD
St Paul, MN 55110

Metro Work Center, Inc.
Dianna Krogstad
2730 E. 31st St.
Minneapolis, MN 55406

Minneapolis American Indian Center
Frances Fairbanks
1530 E. Franklin Ave
Minneapolis, MN 55404

MN Cooperation Officer
6306 Whispering Oaks Dr
Eden Prairie, MN 55346-1229

MN Teamsters Service Bureau
Jean C. Dunn
2829 University Ave SE
Suite 720
Minneapolis, MN 55414

MN Vocational Association
Marlys Bucher
1500 Hwy 36 W.
St. Paul, MN 55113

MN Diversified Industries
Lloyd Bratland
1700 Wynne Ave
St. Paul, MN 55108

National Federation of the Blind of MN
Joyce Scanlan
100 E. 22nd St.
Minneapolis, MN 55404

New Directions/Otter Tail-Wadena CAC, Inc.
Pat Fredley
PO Box L
New York Mills, MN 56567

North Central Career Development Center
Kenneth McFayden
516 Mission House Ln.
New Brighton, MN 55112

Northwest Indian OIC, Inc.
Holly J. Smith
1819 Bemidji Ave.
Bemidji, MN 56601

Occupational Development Center, Inc.
Peter Lavalier
PO Box 730
Hwy 32 South
Thief River Falls, MN 56701

Opportunity Partners
Jon H. Thompson
5500 Opportunity Court
Minnetonka, MN 55343

Opportunity Services Inc.
Nancy Gurney
1618 W. 3rd St.
Red Wing, MN 55066

Women in the Trades
550 Rice St.
St. Paul, MN 55103

Pine Habilitation and Supported Employment
(PHASE)
Jeannette Kester
PO Box 126
Sandstone, MN 55072

Project SOAR of Northeastern MN, Inc.
205 W. 2nd
Suite 101
Duluth, MN 55802

Quality Career Services, Inc.
Virginia Barkheimer
2515 Wabasha Ave
St. Paul, MN 55114

Ramsey Action Programs, Inc.
Dale Anderson
450 Syndicate St. N
Suite 300
St. Paul, MN 55104

Rise Habilitation Services
8406 Sunset Road NE
Spring Lake Park, MN 55

Rock County Developmental Achievement Center
Dorothy P. Cronin
P.O. Box 626
Luverne, MN 56156

Rural MN CEP
Terry Janes.
PO Box 1108
Detroit Lakes MN 56502-1108

Sam Morriss
315 NE 2nd St.
Staples, MN 56479

S. Central MN Electrical Industry Joint Apprenticeship &
Training Trust Fund
Andy Toft
5100 Gamble Dr., Room 365
Minneapolis, MN 55416

Service Enterprises, Inc.
Ruth Rusche
PO Box 248
515 W. Bridge
Redwood Falls, MN 562

Southwest MN Private Industry Council, Inc.
202 N. 1st St., Suite 100
Montevideo, MN 56265

Southwest MN Private Industry Council, Inc.
Juanita Lauritsen
607 W. Main St.
Marshall, MN 56258

Women's Resource Center of Steele County
Shelly Rockman
1401 E. 2nd St
Apt A
Duluth, MN 55805

Summit Academy OIC
Louis King II
935 Olson Memorial Hwy
Minneapolis, MN 55405

Todd County Developmental Achievement Center
PO Box 206
551 W. Sixth St.
Browerville, MN 56438

Transition of the Twin Cities
Daniel Sloan
1230 Balsam Trail E.
Eagan, MN 55123

TSE, Inc
Phil Saari
2027 Rice St.
Roseville, MN 5511

Twin City Area Labor Management Council
Carol Thomalla
3300 R Carlson
321 19th Ave S.
Minneapolis, MN 55455

United Cambodian Association of MN
(UCAM)
Darina Siv
1101 Snelling Ave. N
St. Paul, MN 55108-2705

Upper Midwest American Indian Center
Gertrude Buckanaga
1035 W. Broadway Ave
Minneapolis, MN 55411

Vision Loss Resources
Steven Fischer
1936 Lyndale Ave S.
Minneapolis, MN 55403

Working Opportunities for Women
Marcie Brooke
1295 Bandana Blvd. N.
Suite 110
St. Paul, MN 55108

Vietnamese Minnesotans Association
John Tranberg
1030 University Ave
Suite 160C
St. Paul, MN 55104

WACOSA
Kris Pfllepsen
PO Box 757
Waite Park, MN 56387

Eric Slette
Associate Director of Career Services
Minnesota School of Business
1401 W 76th St.
Richfield, MN 55423

Winona County Development Achievement
Center
Mary Hewett
1721 W. Service Dr.
Winona , MN 55987

Winona ORC Industries, Inc.
Bill Harris
1053 E. Mark St.
Winona, MN 55987

Recruitment Source List C

Academy College
1101 E 7⁸th ST
#100
Bloomington, MN 55420-1402

Minnesota School of Business
1401 West 76th Street
Richfield, MN 55423

Summit Academy Opportunities Industrialization
Center
935 Olson Memorial Highway
Minneapolis, MN 55405

Alto Consulting and Training
7210 Metro Blvd
Edina, MN 55439

American Indian OIC School of Business and Office
Technology
1845 East Franklin Avenue
Minneapolis, MN 55404

Argosy University-Twin Cities
1515 Central Pkwy
Eagan, MN 55121

Oak Hills Christian College
1600 Oak Hills Road SW
Bemidji, MN 56601

Augsburg College
2211 Riverside Avenue South
Minneapolis, MN 55454

Bethany Lutheran College
734 Marsh St
Mankato, MN 56001

Bethel College
3900 Bethel Drive
St. Paul, MN 55112

Brainco-The Minneapolis School of Advertising,
Design, and Interactive Studies
1011 1st Street South, Suite 109
Hopkins, MN 55343

TechSkills
3601 Minnesota Drive, Suite 910
Bloomington, MN 55435

Capella University
225 South 6th St, 9th Floor
Minneapolis, MN 55402-3389

Cardinal Stritch University
11010 Prairie Lakes Dr, Suite 300
Eden Prairie, MN 55344

Carlton College
1 North College Street
Northfield, MN 55057

St. Olaf College
1520 St. Olaf Avenue
Northfield, MN 55057

College of St. Benedict
37 College Avenue South
St. Joseph, MN 56374

St. Catherine University
2004 Randolph Avenue
St. Paul, MN 55105

College of St. Scholastica
1200 Kenwood Avenue
Duluth, MN 55811

Minnesota Public Radio
P.O. Box 7011
Collegeville, MN 56321

Career Center
Concordia College, Moorhead
901 South 8th Street
Moorhead, MN 56562

Concordia University, St. Paul
275 North Syndicate Street
St. Paul, MN 55104-5494

Crossroads College
920 Mayowood Road SW
Rochester, MN 55902

Crown College
Career Services
8700 College View Drive
St. Bonifacius, MN 55375-9001

Dunwoody College of Technology
818 Dunwoody Boulevard
Minneapolis, MN 55403

St. Mary's University of Minnesota
700 Terrace Heights
Winona, MN 55987

Floral Communications Group Institute
13200 Lincoln Street NE
Minneapolis, MN 55434

Globe University
8089 Globe Drive
Woodbury, MN 55125

Gustavus Adolphus College
800 West College Avenue
St. Peter, MN 56082-1498

Hamline University
1536 Hewitt Avenue
St. Paul, MN 55104-1284

University of St. Thomas
KUST- Mail #4058
2115 Summit Avenue
St. Paul, MN 55105-1096

Institute of Production and Recording
Attn: Debra Gillmaster
312 Washington Avenue North
Minneapolis, MN 55401

Jeane Thorne Inc
2701 University Ave SE , Suite 200
Minneapolis, MN 55414-3236

KRS Computer and Business School
3409 Quebec Ave S
St. Louis Park, MN 55426

Learning Strategies Corporation
2000 Plymouth Road
Minnetonka, MN 55305

Macalester College
1600 Grand Avenue
St. Paul, MN 55105

Marantha Community College
9201 75th Avenue North
Brooklyn Park, MN 55428

Martin Luther College
1995 Luther Court
New Ulm, MN 56073

Meta Institute
4500 W 77th St, Suite 230
Minneapolis, MN 55435

Miami Ad School Minneapolis
25 North 4th Street, #201
Minneapolis, MN 55401

Minneapolis Business College
1711 West County Road B
Roseville, MN 55113

Minneapolis College of Art and Design
Attn: Christine Daves
2501 Stevens Avenue South
Minneapolis, MN 55404

Walden University
155 5th Avenue S Suite 100
Minneapolis, MN 55401-2597

Minnesota Resource Center
1900 Chicago Avenue
Minneapolis, MN 55404

Oakland Area Learning Center
625 Main Street N # Centre
Cambridge, MN 55008

Minnesota School of Business
5910 Shingle Creek Parkway
Brooklyn Center, MN 55430

McNally Smith College of Music
Attn: Sarah Peterson
19 Exchange Street East
St. Paul, MN 55101

Rasmussen College- Mankato Campus
130 St Andrews Dr
Mankato, MN 56001

Benilde-St. Margaret's School
Attn: Patty Gilmore
2501 Hwy 100 S
St. Louis Park, MN 55416

University of Wisconsin – River Falls
Career Counseling Office
Attn: Nancy Pace
410 South 3rd Street
River Falls, MN 54022

Newgate Education and Research Center, Inc
2900 East Hennepin Avenue
Minneapolis, MN 55413

North American Training Institute
314 West Superior Street, Suite 508
Duluth, MN 55802

North Central University
910 Elliot Avenue South
Minneapolis, MN 55404

Northwest Technical Institute
950 Blue Gentian Road Suite 500
Saint Paul, MN 55121-1626