

**EEO PUBLIC FILE REPORT**

This report covers full-time recruitment data for the period December 1, 2015 to November 30, 2016.

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

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

**3** EEO Contact for unit Member:

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

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

Job Title	Job Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
1. Weather Anchor	4, 8-11, 14, 16, 20, 23-24, 28, 30, 32-33	CBS Career Site (8)
2. Account Executive	1-23, 27-29, 32-33	CBS Career Site (8)
3. Assistant Controller	8, 10, 11, 14	Internal Posting (14)
4. Assignment Editor	1-9, 12-23, 27-28, 30-32	CBS Career Site (8)
5. Web Producer	1-9, 12-24, 28-29, 31-34	Internal Posting (14)
6. News Producer	1-9, 12-24, 28-29, 31-34	Internal Posting (14)
7. Receptionist/Customer Service Representative	1-9, 12-24, 28-29, 31-34	CBS Career Site (8)
8. Photojournalist	1-23, 27-29, 32-33	Internal Posting (14)
9. Account Executive	1-23, 27-29, 32-33	Employee Referral (11)
10. Local Sales Manager	1-15, 17-23, 28-29	Employee Referral (11)
11. Account Executive	1-23, 27-29, 32-33	Employee Referral (11)
12. Account Executive	1-23, 27-29, 32-33	Employee Referral (11)
13. Graphic Artist	2-6, 8-23, 28-29, 31-34	Direct Sourcing (10)
14. Art Director	2-6, 8-23, 26, 28-29, 32-34	CBS Career Site (8)
15. Account Executive	1-23, 27-29, 32-33	Employee Referral (11)
16. Account Executive	1-23, 27-29, 32-33	Employee Referral (11)
17. Account Executive	1-23, 27-29, 32-33	Employee Referral (11)
18. Photojournalist	1-23, 27-29, 32-33	CBS Career Site (8)
19. Reporter	1-24; 28-30; 32-33	Direct Sourcing (10)

**MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD:**

Code #	Recruitment Source Name	Contact Person	Address	Telephone Number	Interviewees Referred Total #
1	Alliance for Women in Media (AWM)	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY	
2	American Indian Industrialization Center	Dawn Paro	<a href="mailto:Dawnp@aioc.org">Dawnp@aioc.org</a>	EMAIL ONLY	
3	Asian American Press	Nghi Hyunh	<a href="http://www.aapress@aapress.com">www.aapress@aapress.com</a>	EMAIL ONLY	
4	Arbita (America's Job Exchange, Indeed.com, Google Base, LinkedIn, Monster, Jobs in Mpls)	CBS	Avature Applicant Tracking System		11
5	Bethel University	Will O'Brien	3900 Bethel Drive St Paul, MN 55112 <a href="mailto:w-obrien@bethel.edu">w-obrien@bethel.edu</a>	EMAIL ONLY	
6	Boxwood Technology Inc. (only through 9/19/16)	Keiona Davis	<a href="mailto:Keiona.davis@boxwoodtech.com">Keiona.davis@boxwoodtech.com</a>	EMAIL ONLY	
7	Brown College Television & Digital Photography Career Services	Karla Swanson	1440 Northland Dr. Mendota Heights, MN 55120 EMAIL ONLY <a href="mailto:kswanson@browncollege.edu">kswanson@browncollege.edu</a>	651-905-3465	
8	CBS Career Site	CBS Corporation	Brassring.com <a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5129">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5129</a>	WEBSITE	20
9	College of St. Catherine		2004 Randolph Ave St Paul, MN 55105 <a href="mailto:askcareer@stkate.edu">askcareer@stkate.edu</a>	651-690-6000 EMAIL ONLY	
10	Direct Sourcing – contacted by CBS Recruiter/Staff	VARIES			4
11	Employee Referral	VARIES			15
12	Employment Action Center-Resource, Inc.	Heather Grab	<a href="mailto:hgrab@resource-mn.org">hgrab@resource-mn.org</a>	EMAIL ONLY	
13	Hmong Television (NEWS ONLY)	Mitch Lee	<a href="mailto:mitchlee@comcast.net">mitchlee@comcast.net</a>	EMAIL ONLY	
14	Internal Posting	CBS Television Stations	Bulletin Board		5
15	Jewish Vocational Services – Job Postings	Janet Flam	<a href="mailto:jflam@jfcsmpls.org">jflam@jfcsmpls.org</a>	EMAIL ONLY	
16	Macalester College	JOB POSTINGS	1600 Grand Ave St Paul, MN 55105 <a href="https://macalester-csm.symlicity.com/employers/">https://macalester-csm.symlicity.com/employers/</a>	651-696-6000	
17	Metropolitan State University	Ruth Bier	700 E. 7 <sup>th</sup> St. St. Paul, MN 55106 <a href="mailto:Career.services@metrostate.edu">Career.services@metrostate.edu</a>	651-793-1200 EMAIL ONLY	

18	Minneapolis Urban League	Shawn Lewis Tabota Seyon	2000 Plymouth Ave. N. Minneapolis, MN 55411 <a href="mailto:slewis@mul.org">slewis@mul.org</a> <a href="mailto:tseyon@mul.org">tseyon@mul.org</a>	612-827-9272 Ext. 136 EMAIL ONLY	
19	Minnesota American Indian Center	Terry Cox	1530 E Franklin Ave Minneapolis, MN 55404 <a href="mailto:tcox@maicnet.org">tcox@maicnet.org</a>	612-879-1700 EMAIL ONLY	
20	Minnesota Broadcasters Association *** (see mailing list below)	Linda Lasere	3033 Excelsior Blvd. Minneapolis, MN 55416 <a href="mailto:Llasere@minnesotabroadcasters.com">Llasere@minnesotabroadcasters.com</a>	612-926-8123	
21	MN Indian Women's Resource Center	S. Kincade	<a href="mailto:skincade@miwrc.org">skincade@miwrc.org</a>	EMAIL ONLY	
22	MN Women's Consortium	JOB POSTINGS	<a href="mailto:info@mnwomen.org">info@mnwomen.org</a>	EMAIL ONLY	
23	MN Works job bank	JOB POSTINGS	300 N. Robert St. St. Paul, MN 55101 <a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a>		
24	Nat'l Assoc. of Broadcast Journalism (NABJ)		<a href="http://www.nabj.org/">http://www.nabj.org/</a>	WEBSITE & Conference	
25	Non-CBS Employee Referral				4
26	Promaxbda – career center	JOB POSTINGS	<a href="http://jobtarget.com/r/jobs">http://jobtarget.com/r/jobs</a>	WEBSITE ONLY	
27	Spots-N-Dots	Emily McKay	<a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>	1-888-884-2630 (x701)	
28	Station Website: WCCO.COM	Eric Henderson	90 South 11 <sup>th</sup> St. Minneapolis, MN 55403	612-339-4444	
29	St. Mary's University of Minnesota	R. Solberg	700 Terrace Heights Winona, MN 55987 <a href="mailto:rsolberg@smumn.edu">rsolberg@smumn.edu</a>	507-452-4430 EMAIL ONLY	
30	Three Sixty Journalism		Held at: St Thomas University	Conference	
31	University of Minnesota - Goldpass	JOB POSTINGS	<a href="https://www.myinterfase.com/goldpass/employer/home.aspx">https://www.myinterfase.com/goldpass/employer/home.aspx</a>	WEBSITE ONLY	
32	University of St. Thomas Career Services + Annual Job Fair	JOB POSTINGS/ Job Fair	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 WEBSITE / JOB FAIR	
33	University of St. Thomas Graduate Business Career Services + Annual Job Fair	Linda Sloan	<a href="mailto:lmsloan@stthomas.edu">lmsloan@stthomas.edu</a>	EMAIL / JOB FAIR	
34	University of Wisconsin Madison – School of Journalism		<a href="http://journalism.wisc.edu/career-services/for-employers/">http://journalism.wisc.edu/career-services/for-employers/</a>	WEBSITE ONLY	

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD:**

**59**

**\*\*\*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, KJJK 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	
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

KDOG, KRRW, KTOE, KXAC  
 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, KNSP, 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

Minneapolis American Indian Center	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.	WCTS AM 1030
Rasmussen College- Mankato Campus	WDGY, WMIN
Ridgewater College-Willmar	WDIO Channel 10
Rise Habilitation Services	WDSE TV Channel 8
Riverland Community College-Albert Lea	WELY AM/FM
Rochester Community & Technical College	WEZU AM 1120
Rock County Developmental Achievement Center	WFTC Channel 29
Rural MN CEP	WBHR, WHMH, WVAL
S. Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	WIRN, WIRR, WSCD
Service Enterprises, Inc.	WKLK AM/FM, WMOZ
SOAR Career Solutions	WLTE FM 102.9
South Central Technical College-Faribault	WMCN FM 91.7
South Central Technical College-North Mankato	WWJC AM 850
Southwest MN Private Industry Council, Inc. - Marshall	WWWI AM 1270
Southwest MN Private Industry Council, Inc.-Montevideo	KDIZ
Southwest MN State University - Career Services	KSTP AM 1500
St. Cloud State University	KBK
St. Cloud Technical College-St Cloud	
St. Mary's University of Minnesota	
St. Olaf College	
St. Paul College	
Summit Academy OIC	
Summit Academy Opportunities	
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**

**Total # of Hirees Referred by Each Source: For the period 12/1/15-11/30/16, this Employment Unit hired 19 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/CBS Career Site	6
CBS Internal Posting	4
Direct Sourcing/CBS Recruitment	2
Employee Referral	7
Station Job Board	
Arbita/Job Board	
MN Job works	
Minnesota Broadcasters Association	
Univ. St Thomas Website/Job Fair	
NABJ Conference	
ThreeSixty Journalism Conference	

**7) Supplemental Recruitment Measures**

**(a) Job Fairs**

<b>Description of Recruitment Measures</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
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.	Mar 30, 2016	Kris Volkman- WCCO Controller Barb Tveit -HR/Payroll Administrator Michon Brudenell –Acct Administrator Kathy McCloskey –Asst. Controller

**(b) Internships / Apprenticeships / Mentorships**

<b>Description of Recruitment Measures</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
<b>Internship program</b> for college credit. Ongoing paid internship programs which places interns in various departments within the station including News, Sports, Community Relations and Promotions/Graphics	Ongoing	Kris Volkman, WCCO Controller
<b>Emma Bowen Foundation</b> - this is a national program established locally. We have one mentee currently participating in the program and one past mentee who is currently working at WCCO in the Web department. This employee has been with WCCO since completing the Emma Bowen program in 2009.	Ongoing	Kris Volkman, WCCO Controller
<b>CBS News Apprenticeship Program</b>	Ongoing	Kris Volkman, WCCO Controller



(c) Participation in Events

Description of Event	Date	Personnel Involved (Name and Position)
<b>Pony Express Semester Final: Stillwater High School</b> – WCCO-TV Chief Meteorologist, Chris Shaffer visited Stillwater HS to discuss career opportunities in Journalism, and specifically, Meteorology.	Jan. 19, 2016	Chris Shaffer, WCCO Chief Meteorologist
<b>Cultivating Conditions for Change: A forum on Race and Economics</b> - This forum contained multiple speeches from community leaders including WCCO-TV’s Reporter Reg Chapman, who moderated and spoke to the challenges of a profession in Journalism for minorities.	Jan. 27, 2016	Reg Chapman, WCCO Reporter
<b>Lakeville South High School Opportunities Day</b> – WCCO Reporter, Nina Moini attended Opportunities Day as a speaker. She spoke to groups of high school students regarding her education and career in Journalism. Students were grouped based on test results that aligned them to specific careers.	Feb. 3, 2016	Nina Moini, WCCO Reporter
<b>Eagan High School Mentor Program</b> – WCCO Chief Meteorologist, Chris Shaffer, participated in the mentor program. He answered questions from students interested in Journalism, and specifically, Meteorology.	Feb.11, 2016	Chris Shaffer, WCCO Chief Meteorologist
<b>Minneapolis Community &amp; Technical College Commencement Ceremony</b> - Reporter, Reg Chapman, emceed the event to bring recognition to students for their achievements in education and to encourage those interested in careers in Broadcast Journalism.	May 19, 2016	Reg Chapman, WCCO Reporter
<b>Burnsville High School Classroom Discussion</b> – WCCO Reporter, Nina Moini visited Burnsville High School and discussed careers in Journalism with prospective future Journalists.	May 20, 2016	Nina Moini, WCCO Reporter
<b>50th Anniversary Edward L. Bliss Award for Distinguished Broadcast Journalism Education</b> - The Association for Education in Journalism and Mass Communication (AEJMC) is a nonprofit, educational association of journalism and mass communication educators, students and media professionals. The Association’s mission is to advance education, foster scholarly research, cultivate better professional practice and promote the free flow of communication. The 2016 Conference was held in Minneapolis, MN, and WCCO-TV’s Anchor, Frank Vascellaro, presented this year’s award at an event hosted by WCCO-TV on their studio rooftop in Downtown Minneapolis. The AEJMC conference featured sessions, panels and workshops on the latest research, teaching methods and public service in the various components of journalism and mass communication including topics that range from teaching and media ethics issues to incorporating diversity in the curriculum, and media management issues	Aug 5, 2016	Frank Vascellaro, WCCO Lead Anchor  Max Huber, WCCO Community Relations Manager  Kate Link, WCCO Community Relations Specialist

<b>YPro: Discovered Gala Panel</b> – St. Paul Area Chamber of Commerce Young Professionals held a panel discussion with 4-5 young professionals of the year. WCCO Reporter, Kate Raddatz, moderated the panel discussion on what it takes to be a young professional of the year. Including what it takes to be a young journalism professional.	Sept 13, 2016	Kate Raddatz, WCCO Reporter
<b>Grantees of the Year Award Program</b> - MicroGrants gave \$1000 grants for low-income people and minorities with potential to invest in their lives. The grants are designed to help people increase their income either through small business development or getting and retaining stable employment.	Sept. 21, 2016	Angela Davis, WCCO Anchor/Reporter
<b>Women in Broadcasting Event</b> – Hosted by American Women in Media or AWM, this event was the first ever women in broadcasting event in this market. WCCO’s Lead Anchor, Amelia Santaniello joined several other local women in media to discuss their careers in journalism. All proceeds from the event benefitted the Hope Chest.	Oct. 5, 2016	WCCO Lead Anchor, Amelia Santaniello
<b>Annual Society of Professional Journalist’s Intern Night.</b> 60 area students had the opportunity to learn about journalism internships throughout the state, networked with media professionals and met fellow journalism students from local colleges. The panel discussion included professionals from WCCO, the Star Tribune, the Pioneer Press, the Associated Press and the Minneapolis-St. Paul Business Journal. Matt Liddy represented WCCO.	Oct. 20, 2016	Matt Liddy, WCCO Executive Producer Max Huber, WCCO Community Relations Manager Kate Link, WCCO Community Relations Specialist Various WCCO Anchors/Reporters
<b>Students In Media 2016 Panel Discussion</b> –G-TV's Panel of media professionals for students studying journalism, advertising, marketing and communications. Panel held at the University of Minnesota.	Nov 10, 2016	Jennifer Mayerle, WCCO Reporter
<b>University of MN Mentorship Program</b> – meeting where program was discussed and goals were outlined for the ongoing mentorship program. WCCO-TV reporters met, and will continue to meet, with U of M Journalism students once a month.	Nov. 14, 2016	Ali Lucia, WCCO Anchor/Reporter Kim Johnson, WCCO Anchor/Reporter
<b>Station Tours.</b> Station tours are given to various organizations and area school students for the primary purpose of providing an educational experience to the viewing public as to the history and inner workings of the television station.	Year round	Community Relations Department

**(d) Training Management Personnel**

<b>Description of Training</b>	<b>Date</b>	<b>Personnel Involved</b>
<b>New Hire Orientation Meetings</b> - EEO Policy Dissemination	Ongoing	The EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (which can be found in the HR Policy Manual, accessible to employees through the CBS and You website portal), is discussed with all newly hired employees as part of their New Hire

		Orientation.
<b>UAS Ground School</b> – classroom training on piloting drones for use in our promotional and news content.	Aug.28, 2016	Scott Wooldridge, Director of Promotions Bill Kruskop, Chief Photographer
<b>Final Cut Pro Training</b> – training in Final Cut Pro, which is the new program for use by WCCO photographers and editors to edit news content.	Sept-Oct, 2016 (over two weeks)	WCCO-TV Photographers and editors
<b>2016 version of the CBS Corporation Business Conduct Statement (BCS)</b> , which summarizes the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment.	Ongoing. Updated October 2016	Reading material, which requires employees to affirm their individual commitment to the highest standards of business ethics and workplace behavior as set forth in the CBS Corporation Business Conduct Statement. Must be completed by all Full-Time employees on a bi-annual basis and at the time of hire for new employees.
<b>CBS Corporation Web-Based Training Modules</b> distributed to all Full-Time and New Hire Employees covering the “CBS Business Conduct Statement”, which trains employees on the CBS Television Stations “important policies and rules that apply to CBS Corporation, its employees, and the members of its Board of Directors and to help us maintain a lawful, honest, and ethical environment in our Company.” Courses included “The 2016 CBS Business Conduct Statement”, “CBS Privacy Principles”, “The Americans with Disability Act (ADA)”, “FMLA The Family and Medical Leave Act”, “CBS Information Security Awareness”, “Addressing & Preventing Sexual Harassment”, “2016 Anti-Corruption”.	Ongoing	Online training courses for the purpose of reviewing the company’s policies which include ensuring that our conduct is lawful and ethical and that our workplace is free of unlawful discrimination and harassment and conducive to the work we need to accomplish. Training also outlines steps employees should take if they believe unlawful practices occur in the workplace. These policies are also outlined in the CBS Human Resources Policy Guide which is accessible to all CBS Employees on the CBS & You website portal. The CBS Business Conduct Statement is also accessible to all CBS employees via the online CBS and You website postal as well.