

**EEO PUBLIC FILE REPORT**

This report covers full-time recruitment data for the period December 1, 2017 to November 30, 2018.

1) Employment Unit: CBS BROADCASTING INC.

2) Unit Members (Stations and Communities of License): WCCO-TV Minneapolis, 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. Writer/Producer/Editor	1-23; 28-29; 32-33; 36	Job Board/Social Networking (4)
2. News Director	1-25; 28-29; 32-33; 35	Employee Referral (11)
3. Account Executive	1-23; 25; 28-29; 32-33; 36	CBS Career Site (8)
4. Producer	1-23; 28-29; 32-33	CBS Career Site (8)
5. Account Executive	1-23; 28-29; 32-33; 36	Job Board/Networking site (4)
6. Payroll/HR Manager	1-23; 28-29; 32-34	Linked-in (4)
7. Reporter	1-25; 28-29; 32-33; 35	CBS Career Site (8)
8. Assistant News Director	1-25; 28-29; 32-33; 35	Direct Sourcing (10)
9. Weather Anchor/Reporter	1-25; 28-29; 32-33; 35	Employee Referral (11)
10. Art Director	1-23; 28-29; 32-33	Job Board/Social Networking (4)
11. Local Sales Manager	1-23; 27-29; 32-33	CBS Career Site (8)
12. Reporter/Weather Presenter	1-25; 28-29; 32-33; 35	Talent Agent (35)
13. Photographer	1-25; 28-29; 32-33; 36	Job Board/Social Networking (4)
14. Account Executive	1-23; 27-29; 32-33;	Employee Referral (11)

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

<b>Code #</b>	<b>Recruitment Source Name</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b>Interviewees Referred Total #</b>
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@aioic.org">Dawnp@aioic.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	Job Board/Social Networking site (America's Job Exchange, Indeed, Google Base, LinkedIn, Monster, Jobs in Mpls, Glassdoor)	CBS	Avature Applicant Tracking System		32
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	13
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			9
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 TV Stations	Bulletin Board		6
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:tcx@maicnet.org">tcx@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		Referral from person outside CBS; (i.e. Agent, former employee, etc.)		3
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	4
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:lsloan@stthomas.edu">lsloan@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	
35	Talent Agent / Recruiter / Head Hunter	VARIABLES			10

36	Other (Undisclosed by applicant)				5
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**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD: 86**

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

College of St. Benedict	KDAL AM/FM, KRBR, KTCO, KXTP, WDSM
St. Catherine University	KDIO, KPHR
College of St. Scholastica	KDHL, KQCL
Concordia College, Moorhead	KDJS AM/FM
Concordia University, St. Paul	KDMA, KKRC, KMGM
Crossroads College	KDNI, KDNW
Crown College	KDOG, KRRW, KTOE, KXAC
Dakota County Technical College	KDOM AM/FM
Dunwoody College of Technology	KDWB, KEEY, KFAN, KFXN, KJZI, KQQL, KTCZ
East Polk County DAC	KDWA AM 1460
East Range Developmental Achievement Center (DAC)	KEYL, KXDL
Equality-Pathways to Potential	KEEZ FM 99.1
Federation of Somali Community	KDXL FM 99.7
Fond du Lac Opportunities Industrialization Center	KFGI, KLIZ AM/FM, KVBR
Fond du Lac Tribal & Community College	KFAI FM 90.3
Globe University	KEYC Channel 12
Goodwill Industries Vocational Enterprises	KFMC, KSUM
Goodwill/Easter Seals	KFIL AM/FM
Grant County D.A.C., Inc.	KFSI FM 92.9
Gustavus Adolphus College	KGPZ FM 96.1
Hamline University	KFML, KLTF, WYRQ
Hennepin Technical College-Brooklyn Park	KGHS, KSDM
Hennepin Technical College-Eden Prairie	KITN, KWOA AM/FM
Hibbing Community College	KGAC, KNGA, KNOW
Hired	KIKV FM 100.7
Houston County Networks	KJLY FM 104.5
Indian Family Services, Inc.	KJOE FM 106.1
Inroads/Minneapolis-St. Paul, Inc.	KKCQ AM/FM, KKEQ
Institute of Production and Recording	KKAQ, KKDQ
Intercultural Mutual Assistance Association	KKBJ AM/FM, WBJI
Inver Hills Community College	KKJM FM 92.9
Itasca Community College	KKIN AM/FM
Itasca Developmental Achievement Center, Inc	KKOJ, KRAQ
Jeane Thorne inc	KKLN FM 94.1
Job Training Center	KKSR FM 96.7
Jobs Now Coalition	KKOK FM, KMRS FM
Jobs Plus, Inc.	KKMS, KYCR, WWTC
Kandi Works DAC, Inc	KKWQ FM 92.5
Lake Superior College	KLCL, WQPM
Lao Assistance Center of MN	KLBB, KLBP, WMNN
Lao Family Community of MN	KKWS, KNSP, KWAD
Learning Strategies Corporation	KLCX, KOLM, KWVK
Life-Work Planning Center	KLFD AM 1410
Macalester College	KLFN, KOLV, KQIC, KWLM
Mahnomen County DAC	KLGR AM/FM
Mankato Rehabilitation Center, Inc. (MRCI)	KLKS 104.3
Marantha Community College	KLQL
Martin Luther College	KLQP FM 92.1
McNally Smith College of Music	KLSE, KZSE
MDI Commercial Services	KLTA, KPFX, KQWB, KVOX
Merrick Partners, Inc	KLZZ, KMXX, KXSS, WJON, WWJO

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  
 Minneapolis Business College  
 Minneapolis College of Art and Design  
 Minneapolis Community & Technical College  
 Minnesota Public Radio  
 Minnesota Resource Center  
 Minnesota School of Business-Richfield  
 Minnesota School of Business-Brooklyn Center  
 Minnesota State College- Southeast Technical-Red Wing  
 Minnesota State College- Southeast Technical-Winona  
 Minnesota State University--Mankato  
 Minnesota State University, Moorhead  
 Minnesota State Community and Technical College-Detroit Lakes  
 Minnesota State Community and Technical College-Fergus Falls  
 Minnesota State Community and Technical College-Moorhead  
 Minnesota State Community and Technical College-Wadena  
 Minnesota West Community & Technical College-Canby  
 Minnesota West Community & Technical College-Granite Falls  
 Minnesota West Community & Technical College-Jackson  
 Minnesota West Community & Technical College-Pipestone  
 Minnesota West Community & Technical College-Worthington  
 MN Cooperation Officer  
 MN Diversified Industries  
 MN Teamsters Service Bureau  
 MN Vocational Association  
 MW Persons and Associates Inc  
 National Federation of the Blind of MN  
 New Directions/Otter Tail-Wadena CAC, Inc  
 Newgate Education and Research Center, Inc  
 Normandale Community College-Bloomington  
 North American Training Institute  
 North Central Career Development Center  
 North Central University  
 North Hennepin Community College  
 Northland Community & Technical College-Thief river Falls  
 Northland Community & Technical College – East Grand Forks  
 Northwest Indian OIC, Inc.  
 Northwest Technical College  
 Northwest Technical Institute  
 Northwestern College  
 Oak Hills Christian College  
 Oakland Area Learning Center  
 Occupational Development Center, Inc.  
 Opportunity Partners  
 Opportunity Services Inc.

KMFG, WMFG AM/FM, WNMT,  
 WTBX, WUSZ  
 KMFX, KNFX, KRCH, KWEB  
 KMFY, KOZY  
 KMGK FM 107.1  
 KMOJ FM 89.9  
 KMSP Channel 9  
 KMSU, KMSK  
 KMWB Channel 23  
 KNOF FM 95.3  
 KQAD  
 KNSI AM 1450  
 KNUJ FM 107.3  
 KNSR, KSJR  
 KNUJ AM 860  
 KNXR, KRPR  
 KPXM Channel 41  
 KQAL FM 89.5  
 KQPR FM 96.1  
 KQDS Channel 21  
 KQEG FM 102.7  
 KRBI AM/FM  
 KRBT, WEVE  
 KRCQ FM 102.3  
 KRFO AM/FM  
 KRJB FM 106.3  
 KRJM FM 101.5  
 KRLX FM 88.1  
 KROC AM/FM, KYBA  
 KROX AM 1260  
 KRSW FM 89.3  
 KRWB AM 1410  
 KRWC AM 1360  
 KRVY FM 97.3  
 KSAX Channel 42  
 KSMN Channel 20/15  
 KSTP FM  
 KSTP Channel 5/50  
 KSRQ FM 90.1  
 KTCA/KTCI 16/17  
 KTIS AM/FM  
 KTTB FM 96.3  
 KTTT Channel 10/36  
 KUMD FM 103.3  
 KUMM FM 89.7  
 KUOM AM/FM  
 KFIL  
 KVSC FM 88.1  
 KWCM Channel 10  
 KWOM AM  
 KXLP, KYSM AM/FM

Pine Habilitation and Supported Employment (PHASE)  
Pine Technical College  
Project SOAR of Northeastern MN, Inc.  
Prosource Educational Services, Inc  
Quality Career Services, Inc.  
Rainy River Community College  
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  
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

KXLT Channel 47  
KXRA AM/FM, KXRZ  
KYMN AM 1080  
WCCO AM 830  
WCCO Channel 4  
WCMP AM/FM  
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

Working Opportunities for Women

6) Hiree Recruitment Source Summary

Total # of Hirees Referred by Each Source: For the period 12/1/17-11/30/18, this Employment Unit hired 14 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	3
CBS Internal Posting	
Direct Sourcing/CBS Recruitment	1
Employee Referral	4
Station Job Board	
Job Board/Networking Site	5
MN Job works	
Minnesota Broadcasters Association	
Univ. St Thomas Website/Job Fair	
NABJ Conference	
ThreeSixty Journalism Conference	
Talent Agent/ Head Hunter	1
Other / Undisclosed	

7) Supplemental Recruitment Measures

(a) Job Fairs

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
Minneapolis Professional Diverse Career Fair, which we sponsored and attended, to recruit and interview potential candidates for a diverse workforce. This career fair had heavy emphasis on minorities and veterans seeking employment.	Sept 20, 2018 US Bank Stadium	Tyrone Folliard-Olson - HR & Payroll Manager

(b) Internships / Apprenticeships / Mentorships

Description of Recruitment Measures	Date	Personnel Involved (Name and Position)
Internship program 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
Emma Bowen Foundation - 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 Apprentice Program</b> – Current Apprentice hired June 18, 2018. She is a recent University of Illinois Urbana-Champaign graduate.	Ongoing	Kari Patey – WCCO News Director
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(c) Participation in Events

Description of Event	Date	Personnel Involved (Name and Position)
<b>Stillwater Area High School Da Vinci Fest</b> – Meteorologist, Chris Shaffer spoke at this event focused on student art and science projects.	Jan. 6, 2018	Chris Shaffer, Meteorologist
<b>Stillwater Area High School Newspaper</b> – Chris Shaffer answered student questions and helped in constructing a story for their high school newspaper.	Jan. 11, 2018	Chris Shaffer, Meteorologist
<b>Mount Olivet Lutheran Church Ladies Night</b> – Heather Brown spoke to the group about how the Good Question segment is created and produced.	Feb. 26, 2018	Heather Brown, Reporter
<b>Minneapolis Business Forum VFW Meeting</b> – Kylie Bears spoke to VFW members about her career, education and life as a Reporter.	Mar. 21, 2018	Kylie Bears, Reporter
<b>U of M Journalism Class</b> – WCCO-TV Reporter, Ali Lucia spoke to U of M Journalism majors regarding everything from job searching tips, interview advice, networking and what to expect from a career in Journalism.	Mar. 26, 2018	Ali Lucia, WCCO Traffic Reporter
<b>BCA Media</b> – Reg Chapman spoke to a law enforcement audience to learn more about media’s needs both during a critical incident and day-in-day-out.	Mar. 27, 2018	Reg Chapman, Reporter
<b>Valentine Hills Elementary School Weather Presentation</b> – Matt Brickman gave a weather presentation to elementary school students and answered questions about his career.	Apr. 4, 2018	Matt Brickman, Meteorologist
<b>Parkview Elementary School Weather Presentation</b> – Matt Brickman gave a weather presentation to elementary school students and answered questions about his career.	Apr. 5, 2018	Matt Brickman, Meteorologist
<b>Hazel Park Recreation Center Weather Presentation</b> – Molly Rosenblatt spoke to students about the importance of weather related issues and answered questions about her career.	Apr. 3, 2018	Matt Brickman, Meteorologist
<b>Evergreen Park World Cultures School Weather Presentation</b> – Matt Brickman gave a weather presentation to elementary school students and answered questions about his career.	Apr. 12, 2018	Matt Brickman, Meteorologist

<b>Woodland Elementary Career Fair</b> – David McCoy spoke to students about the duties, training, skills and education involved in various television station jobs.	Apr. 26, 2018	David McCoy, Sports Reporter
<b>Pacer Center Unity Award Ceremony</b> – Mike Augustyniak emceed the celebration to recognize those who are helping to create a world without bullying in schools and communities both locally and nationally.	May 30, 2018	Mike Augustyniak, Meteorologist
<b>University of St. Thomas ThreeSixty Journalism TV Broadcast Camp</b> – Various WCCO TV Reporters and Anchors spoke at this career academy for metro high school students, focusing on issues of equality for Minnesota ethnic communities.	July 23-27, 2018	Various Reporters and Anchors
<b>Minneapolis Business Forum VFW Meeting</b> – Kim Johnson spoke to VFW members about her career, education and life as a Reporter and Anchor.	Aug. 15, 2018	Kim Johnson, Reporter/Anchor
<b>Wayzata High School Honors Mentor Connection Seminar</b> – Jason DeRusha spoke to Wayzata High School honor students who seek an academic challenge and are ready to explore their goals for the future. He spoke on the challenges and rewards of pursuing a career in Journalism.	Oct. 10, 2018	Jason DeRusha, WCCO Anchor
<b>Annual Society of Professional Journalist’s Intern Night.</b> 60 Journalism students had the opportunity to learn about journalism internships throughout the state, networked with media professionals and met fellow journalism students from local colleges.	Oct. 25, 2018	Matt Liddy, WCCO Executive Producer Aly May, WCCO News Apprentice Maddie Bennet, WCCO Community Relations Specialist Kate Link, WCCO Community Relations Specialist
<b>University of Minnesota School of Journalism</b> – Christiane Cordero spoke to the U of M Journalism class about the broadcast industry.	Nov. 13, 2018	Christiane Cordero, 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

Description of Training	Date	Personnel Involved
<p><b>New Hire Orientation Meetings - EEO Policy Dissemination</b></p>	<p>Ongoing</p>	<p>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.</p>
<p><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.</p>	<p>Ongoing. Updated</p>	<p>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.</p>
<p><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 &amp; Preventing Sexual Harassment”, “2018 Anti-Corruption”.</p>	<p>Ongoing</p>	<p>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.</p>
<p><b>Forum on Workplace Inclusion: Engaging Employees in an Inclusive Culture-What Leaders Can Do</b> A webinar through the University of St. Thomas presented by Sara Froning</p>	<p>Dec. 14, 2017</p>	<p>Kris Volkman</p>
<p><b>Sexual Harassment in the Workplace: What Employers Need to Know</b> A webinar through the Minnesota Department of Human Rights.</p>	<p>Mar. 28, 2018</p>	<p>Kris Volkman</p>