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 11th Street | Telephone Number: 612-339-4444 |
| Minneapolis, MN 55403 | |
| Contact Person: Kristine Volkman |
| Email Address: kvolkman@wcco.cbs.com |

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Job Recruitment Source Notified of Job Vacancy</th>
<th>Recruitment Source of Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Writer/Producer/Editor</td>
<td>1-23; 28-29; 32-33; 36</td>
<td>Job Board/Social Networking (4)</td>
</tr>
<tr>
<td>2. News Director</td>
<td>1-25; 28-29; 32-33; 35</td>
<td>Employee Referral (11)</td>
</tr>
<tr>
<td>3. Account Executive</td>
<td>1-23; 25; 28-29; 32-33; 36</td>
<td>CBS Career Site (8)</td>
</tr>
<tr>
<td>4. Producer</td>
<td>1-23; 28-29; 32-33</td>
<td>CBS Career Site (8)</td>
</tr>
<tr>
<td>5. Account Executive</td>
<td>1-23; 28-29; 32-33; 36</td>
<td>Job Board/Networking site (4)</td>
</tr>
<tr>
<td>6. Payroll/IHR Manager</td>
<td>1-23; 28-29; 32-34</td>
<td>Linked-in (4)</td>
</tr>
<tr>
<td>7. Reporter</td>
<td>1-25; 28-29; 32-33; 35</td>
<td>CBS Career Site (8)</td>
</tr>
<tr>
<td>8. Assistant News Director</td>
<td>1-25; 28-29; 32-33; 35</td>
<td>Direct Sourcing (10)</td>
</tr>
<tr>
<td>9. Weather Anchor/Reporter</td>
<td>1-25; 28-29; 32-33; 35</td>
<td>Employee Referral (11)</td>
</tr>
<tr>
<td>10. Art Director</td>
<td>1-23; 28-29; 32-33</td>
<td>Job Board/Social Networking (4)</td>
</tr>
<tr>
<td>11. Local Sales Manager</td>
<td>1-23; 27-29; 32-33</td>
<td>CBS Career Site (8)</td>
</tr>
<tr>
<td>12. Reporter/Weather Presenter</td>
<td>1-25; 28-29; 32-33; 35</td>
<td>Talent Agent (35)</td>
</tr>
<tr>
<td>13. Photographer</td>
<td>1-25; 28-29; 32-33; 36</td>
<td>Job Board/Social Networking (4)</td>
</tr>
<tr>
<td>14. Account Executive</td>
<td>1-23; 27-29; 32-33; 36</td>
<td>Employee Referral (11)</td>
</tr>
<tr>
<td>Code</td>
<td>Recruitment Source Name</td>
<td>Contact Person</td>
</tr>
<tr>
<td>------</td>
<td>-------------------------------------------------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>1</td>
<td>Alliance for Women in Media (AWM)</td>
<td>Catherine Flaherty</td>
</tr>
<tr>
<td>2</td>
<td>American Indian Industrialization Center</td>
<td>Dawn Paro</td>
</tr>
<tr>
<td>3</td>
<td>Asian American Press</td>
<td>Nghi Hyunh</td>
</tr>
<tr>
<td>4</td>
<td>Job Board/Social Networking site (America’s Job Exchange, Indeed, Google Base, LinkedIn, Monster, Jobs in Mpls, Glassdoor)</td>
<td>CBS</td>
</tr>
<tr>
<td>5</td>
<td>Bethel University</td>
<td>Will O’Brien</td>
</tr>
<tr>
<td>6</td>
<td>Boxwood Technology Inc. (only through 9/19/16)</td>
<td>Keiona Davis</td>
</tr>
<tr>
<td>7</td>
<td>Brown College Television &amp; Digital Photography Career Services</td>
<td>Karla Swanson</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>College of St. Catherine</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Direct Sourcing – contacted by CBS Recruiter/Staff</td>
<td>VARIES</td>
</tr>
<tr>
<td>11</td>
<td>Employee Referral</td>
<td>VARIES</td>
</tr>
<tr>
<td>12</td>
<td>Employment Action Center-Resource, Inc.</td>
<td>Heather Grab</td>
</tr>
<tr>
<td>13</td>
<td>Hmong Television (NEWS ONLY)</td>
<td>Mitch Lee</td>
</tr>
<tr>
<td>14</td>
<td>Internal Posting</td>
<td>CBS TV Stations</td>
</tr>
<tr>
<td>15</td>
<td>Jewish Vocational Services – Job Postings</td>
<td>Janet Flam</td>
</tr>
<tr>
<td>16</td>
<td>Macalester College</td>
<td>JOB POSTINGS</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Metropolitan State University</td>
<td>Ruth Bier</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Minneapolis Urban League</td>
<td>Shawn Lewis Tabota Seyon</td>
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<tr>
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</tr>
<tr>
<td>19</td>
<td>Minnesota American Indian Center</td>
<td>Terry Cox</td>
</tr>
<tr>
<td>20</td>
<td>Minnesota Broadcasters Association *** (see mailing list below)</td>
<td>Linda Lasere</td>
</tr>
<tr>
<td>21</td>
<td>MN Indian Women’s Resource Center</td>
<td>S. Kincade</td>
</tr>
<tr>
<td>22</td>
<td>MN Women’s Consortium</td>
<td>JOB POSTINGS</td>
</tr>
<tr>
<td>24</td>
<td>Nat’l Assoc. of Broadcast Journalism (NABJ)</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Non-CBS Employee Referral</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Promaxbda – career center</td>
<td>JOB POSTINGS</td>
</tr>
<tr>
<td>27</td>
<td>Spots-N-Dots</td>
<td>Emily McKay</td>
</tr>
<tr>
<td>28</td>
<td>Station Website: WCCO.COM</td>
<td>Eric Henderson</td>
</tr>
<tr>
<td>29</td>
<td>St. Mary’s University of Minnesota</td>
<td>R. Solberg</td>
</tr>
<tr>
<td>30</td>
<td>Three Sixty Journalism</td>
<td>Held at: St Thomas University</td>
</tr>
<tr>
<td>31</td>
<td>University of Minnesota – Goldpass</td>
<td>JOB POSTINGS</td>
</tr>
<tr>
<td>33</td>
<td>University of St. Thomas Graduate Business Career Services + Annual Job Fair</td>
<td>Linda Sloan</td>
</tr>
<tr>
<td>34</td>
<td>University of Wisconsin Madison – School of Journalism</td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Talent Agent / Recruiter / Head Hunter</td>
<td>VARIES</td>
</tr>
</tbody>
</table>
TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD: 86

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

College/EEO/Private Schools

- Ability Building Center
- Academy College
- Access
- AccessAbility
- Adult Client Training Service
- Adult Training & Habilitation Center
- Alexandria Technical College
- Alliance of the Streets
- Alto Consulting and Training
- American Council of the Blind of MN
- American Indian OIC School of Business and Office Technology
- Amputee Resource Foundation of America
- Anoka Ramsey Community College-Cambridge
- Anoka Ramsey Community College-Coon Rapids
- Anoka Technical College
- Argosy University-Twin Cities
- Augsburg College
- Auto Technical, Inc.
- Bemidji State University
- Benilde-St. Margaret’s School
- Bethany Lutheran College
- Bethel College
- Brainco-The Minneapolis School of Advertising, Design, and Interactive Studies
- Brown Institute
- Building for Women
- Capella University
- Cardinal Stritch University
- Carlton College
- Carver County Workforce Center
- Cedar Valley Service Inc. Alpha Program
- Cedar Valley Services, Inc
- Central Lakes College-Brainerd
- Central Lakes College-Staples
- Central MN Jobs & Training Services
- Century College
- Chippewa Enterprises, Inc.
- Choice Unlimited
- Clay County Supportive Training Service

Stations

- KAAL Channel 6
- KADU FM 90.1
- KAGE AM/FM, KHME, KWNO AM/FM
- KARE Channel 11
- KAOK, KBKK, KDKK, KFPM, KQQK, KSKK, KKKK
- KAOD FM 106.7
- KAUS AM/FM
- KARL, KARZ, KKCK, KMH
- KARP, KDUZ
- KASM, KDDG
- KATE, KCPI
- KBEM FM 88.5
- KBAJ, KQDS
- KAWE Channel 9/22
- KBYL, WLKK
- KBEW AM/FM
- KBBR, KKBZ
- KBIL FM 103.9
- KBIO, KBUN, KKZY, KLLZ
- KBRJ Channel 6
- KBMW, KGW
- KBMO, KSCR
- KBM, KJCB, KLDJ, WEB
- KBOT, KDLM
- KBPR, KBJS, KCRB
- KBRF, KJJK AM/FM, KPRW, KZCR
- KBR/KVRR TV 15
- KBSB FM 89.7
- KCHK, KRD
- KCAJ FM 102.1
- KCCD FM, KCCM FM
- KCNN, KNOX AM/FM, KYCK, KZLT
- KCFB, KJIG, WZFJ
- KCGN FM 101.5
- KCEJ, KJCH, KWN
- KCLD FM 104.7
- KCLH, KQYB
- KQRS, KXXR, WGVX, WGVY, WGVZ
College of St. Benedict
St. Catherine University
College of St. Scholastica
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
Jean 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
Mahnomen County DAC
Mankato Rehabilitation Center, Inc. (MRCI)
Maranatha Community College
Martin Luther College
McNally Smith College of Music
MDI Commercial Services
Merrick Partners, Inc
KDAL AM/FM, KRBR, KTCO, KXTP, WDSM
KDIO, KPHR
KDHL, KQCL
KDJS AM/FM
KDMA, KKRC, KMGM
KDN, KDNW
KDOG, KRRW, KTOE, KXAC
KDOS AM/FM
KDWB, KEELY, KFAN, KFXN, KZI, KQQL, KTCZ
KDWA AM 1460
KEYL, KXDL
KEEZ FM 99.1
KDXL FM 99.7
KFQI, KLIZ AM/FM, KVBR
KFAI FM 90.3
KEYC Channel 12
KFMC, KSUM
KFIL AM/FM
KFSI FM 92.9
KGPR FM 96.1
KFML, KLTF, WYRQ
KGHS, KSDM
KITN, KWAO 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
KKOI, KRAQ
KKLN FM 94.1
KKSR FM 96.7
KOKO FM, KMRM FM
KMKM, KYCR, WWTC
KKWQ FM 92.5
KLCI, WQPM
KLBB, KLBP, WMNN
KKWS, KNSP, KWAD
KLCX, KOLM, KWWK
KLFD AM 1410
KLFN, KOLV, KQIC, KWLM
KLOR AM/FM
KLKS 104.3
KLQL
KLQP FM 92.1
KLSE, KZSE
KLTA, KPEX, KQWB, KVOX
KLZZ, KMXN, 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
Minnesota Business College
Minneapolis College of Art and Design
Minnesota 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--Minneapolis
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
KMKG FM 107.1
KMOJ FM 89.9
KMSN Channel 9
KMSU, KMSK
KMWB Channel 23
KNOF FM 95.3
KQAD
KNSI AM 1450
KNUJ FM 107.3
KNSR, KSIR
KNUJ AM 860
KNXK, 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
KTTC Channel 10/36
KUMD FM 103.3
KUOM FM 89.7
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, KXRF
KYMN AM 1080
WCCO AM 830
WCCO Channel 4
WCMF 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
KBEC
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:

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Number of Interviewees Referred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Station Website/CBS Career Site</td>
<td>3</td>
</tr>
<tr>
<td>CBS Internal Posting</td>
<td></td>
</tr>
<tr>
<td>Direct Sourcing/CBS Recruitment</td>
<td>1</td>
</tr>
<tr>
<td>Employee Referral</td>
<td>4</td>
</tr>
<tr>
<td>Station Job Board</td>
<td></td>
</tr>
<tr>
<td>Job Board/Networking Site</td>
<td>5</td>
</tr>
<tr>
<td>MN Job works</td>
<td></td>
</tr>
<tr>
<td>Minnesota Broadcasters Association</td>
<td></td>
</tr>
<tr>
<td>Univ. St Thomas Website/Job Fair</td>
<td></td>
</tr>
<tr>
<td>NABJ Conference</td>
<td></td>
</tr>
<tr>
<td>ThreeSixty Journalism Conference</td>
<td></td>
</tr>
<tr>
<td>Talent Agent/Head Hunter</td>
<td>1</td>
</tr>
<tr>
<td>Other / Undisclosed</td>
<td></td>
</tr>
</tbody>
</table>

7) Supplemental Recruitment Measures

(a) Job Fairs

<table>
<thead>
<tr>
<th>Description of Recruitment Measures</th>
<th>Date</th>
<th>Personnel Involved (Name and Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
<td>Sept 20, 2018 US Bank Stadium</td>
<td>Tyrone Folliard-Olson - HR &amp; Payroll Manager</td>
</tr>
</tbody>
</table>

(b) Internships / Apprenticeships / Mentorships

<table>
<thead>
<tr>
<th>Description of Recruitment Measures</th>
<th>Date</th>
<th>Personnel Involved (Name and Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>Ongoing</td>
<td>Kris Volkman, WCCO Controller</td>
</tr>
<tr>
<td>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.</td>
<td>Ongoing</td>
<td>Kris Volkman, WCCO Controller</td>
</tr>
</tbody>
</table>
**CBS News Apprentice Program** – Current Apprentice hired June 18, 2018. She is a recent University of Illinois Urbana-Champaign graduate.

<table>
<thead>
<tr>
<th>Description of Event</th>
<th>Date</th>
<th>Personnel Involved (Name and Position)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stillwater Area High School Da Vinci Fest – Meteorologist, Chris Shaffer spoke at this event focused on student art and science projects.</td>
<td>Jan. 6, 2018</td>
<td>Chris Shaffer, Meteorologist</td>
</tr>
<tr>
<td>Stillwater Area High School Newspaper – Chris Shaffer answered student questions and helped in constructing a story for their high school newspaper.</td>
<td>Jan. 11, 2018</td>
<td>Chris Shaffer, Meteorologist</td>
</tr>
<tr>
<td>Mount Olivet Lutheran Church Ladies Night – Heather Brown spoke to the group about how the Good Question segment is created and produced.</td>
<td>Feb. 26, 2018</td>
<td>Heather Brown, Reporter</td>
</tr>
<tr>
<td>Minneapolis Business Forum VFW Meeting – Kylie Bearse spoke to VFW members about her career, education and life as a Reporter.</td>
<td>Mar. 21, 2018</td>
<td>Kylie Bearse, Reporter</td>
</tr>
<tr>
<td>BCA Media – 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.</td>
<td>Mar. 27, 2018</td>
<td>Reg Chapman, Reporter</td>
</tr>
<tr>
<td>Valentine Hills Elementary School Weather Presentation – Matt Brickman gave a weather presentation to elementary school students and answered questions about his career.</td>
<td>Apr. 4, 2018</td>
<td>Matt Brickman, Meteorologist</td>
</tr>
<tr>
<td>Parkview Elementary School Weather Presentation – Matt Brickman gave a weather presentation to elementary school students and answered questions about his career.</td>
<td>Apr. 5, 2018</td>
<td>Matt Brickman, Meteorologist</td>
</tr>
<tr>
<td>Hazel Park Recreation Center Weather Presentation – Molly Rosenblatt spoke to students about the importance of weather related issues and answered questions about her career.</td>
<td>Apr. 3, 2018</td>
<td>Matt Brickman, Meteorologist</td>
</tr>
<tr>
<td>Evergreen Park World Cultures School Weather Presentation – Matt Brickman gave a weather presentation to elementary school students and answered questions about his career.</td>
<td>Apr. 12, 2018</td>
<td>Matt Brickman, Meteorologist</td>
</tr>
<tr>
<td>Event Description</td>
<td>Date</td>
<td>Speaker/Contact Details</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------</td>
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<td>-------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Woodland Elementary Career Fair</strong> – David McCoy spoke to students about the duties, training, skills and education involved in various television station jobs.</td>
<td>Apr. 26, 2018</td>
<td>David McCoy, Sports Reporter</td>
</tr>
<tr>
<td><strong>Pacer Center Unity Award Ceremony</strong> – Mike Augustyniak emphasized the celebration to recognize those who are helping to create a world without bullying in schools and communities both locally and nationally.</td>
<td>May 30, 2018</td>
<td>Mike Augustyniak, Meteorologist</td>
</tr>
<tr>
<td><strong>University of St. Thomas ThreeSixty Journalism TV Broadcast Camp</strong> – 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.</td>
<td>July 23-27, 2018</td>
<td>Various Reporters and Anchors</td>
</tr>
<tr>
<td><strong>Minneapolis Business Forum VFW Meeting</strong> – Kim Johnson spoke to VFW members about her career, education and life as a Reporter and Anchor.</td>
<td>Aug. 15, 2018</td>
<td>Kim Johnson, Reporter/Anchor</td>
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<td><strong>Wayzata High School Honors Mentor Connection Seminar</strong> – 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.</td>
<td>Oct. 10, 2018</td>
<td>Jason DeRusha, WCCO Anchor</td>
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<td><strong>Annual Society of Professional Journalist’s Intern Night</strong>. 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.</td>
<td>Oct. 25, 2018</td>
<td>Matt Liddy, WCCO Executive Producer Aly May, WCCO News Apprentice Maddie Bennet, WCCO Community Relations Specialist Kate Link, WCCO Community Relations Specialist</td>
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<td><strong>University of Minnesota School of Journalism</strong> – Christiane Cordero spoke to the U of M Journalism class about the broadcast industry.</td>
<td>Nov. 13, 2018</td>
<td>Christiane Cordero, Reporter</td>
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<td><strong>Station Tours</strong>. 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.</td>
<td>Year round</td>
<td>Community Relations Department</td>
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(d) Training Management Personnel

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<thead>
<tr>
<th>Description of Training</th>
<th>Date</th>
<th>Personnel Involved</th>
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<tr>
<td><strong>New Hire Orientation Meetings</strong> - EEO Policy Dissemination</td>
<td>Ongoing</td>
<td>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.</td>
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<td><strong>2016 version of the CBS Corporation Business Conduct Statement (BCS)</strong>, which summarizes the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment.</td>
<td>Ongoing. Updated</td>
<td>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.</td>
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<td><strong>CBS Corporation Web-Based Training Modules</strong> 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”.</td>
<td>Ongoing</td>
<td>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.</td>
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<td><strong>Forum on Workplace Inclusion: Engaging Employees in an Inclusive Culture—What Leaders Can Do</strong></td>
<td>Dec. 14, 2017</td>
<td>Kris Volkman</td>
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<td>A webinar through the University of St. Thomas presented by Sara Froning</td>
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<td><strong>Sexual Harassment in the Workplace: What Employers Need to Know</strong></td>
<td>Mar. 28, 2018</td>
<td>Kris Volkman</td>
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<td>A webinar through the Minnesota Department of Human Rights.</td>
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