

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 22, 2008 to November 21, 2009.

- 1) **Employment Unit Location/Name:** 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. Market Manager	Employee Referral
2. Executive Assistant	Employee Referral
3. Account Executive	Star Tribune Newspaper Ad
4. Director of Sales	Employee Referral
5. Market Controller	Employee Referral
6. Account Executive	Employee Referral
7. Account Executive	Employee Referral
8. Announcer	Employee Referral
9. General Sales Manager	Employee Referral
10. Account Executive	CBS Radio.com Posting
11. Account Executive	Employee Referral
12. Account Executive	Employee Referral
13. Imaging Director	AllAccess.com Posting
14. Account Executive	CBS Radio.com Posting

Stations KZJK, WCCO and WLTE are Equal Opportunity Employers.

5) Job Title 1: Market Manager

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
124 – Internal Posting	Scott Herman	40 W 57th Street 14th Floor New York NY 10019	212-649-9664	1	No

5) Job Title 2: Executive Assistant

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Indian Opportunities Industrial Centers	Workforce Investment Program Don Clark	1845 East Franklin Avenue Suite 314 Minneapolis, MN 55404	612-341-3358		No
American Women in Radio & Television, Minnesota Chapter dba AWRT-MN AWRT-MN Jobmart.com	Catherine Flaherty	PO Box 50369 Minneapolis, MN 55405	763-550-1102		No
Cbsradio.com	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
Center for Asians and Pacific Islanders	Kim Tvan	3702 East Lake Street Suite 200 Minneapolis, MN 55406	612-721-0122		No
College of St. Catherine	Kathy Stone, F26 Career Development	2004 Randolph Avenue St. Paul, MN 55105	651-690-7700		No
Council on Black Minnesotans	Nedra Hinson	2233 University Avenue West Suite 426 St. Paul, MN 55114	651-642-0811		No
Hennepin Technical College	Cheryl Benkofske	9000 Brooklyn Blvd Brooklyn Park, MN 55445	952-995-1300		No
Internal Posting	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697	3	No
KZJK-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
Metro State University	Carol Lowe	700 East Seventh Street St. Paul, MN 55106	651-793-1529		No
Minneapolis Urban League	Sara Swims	2000 Plymouth Avenue North Minneapolis, MN 55411	612-302-3111		No
NAACP	Beverly Thompson	310 East 38 th Street Minneapolis, MN 55409	612-822-8205		No
Positively Minnesota State Services for the Blind	Pam Gowan	2200 University Ave #240 St. Paul, MN 55114	612-642-0778		No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	4	No
University of St. Thomas	Ginny Nelsen Career Development Center #5020	2115 Summit Avenue, #5020 St. Paul, MN 55105	651-962-6761		No
WCCO-AM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
WLTE-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No

5) Job Title 3: Account Executive

Referral Source of Hire: Star Tribune Newspaper

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Indian Opportunities Industrial Centers	Workforce Investment Program Don Clark	1845 East Franklin Avenue Suite 314 Minneapolis, MN 55404	612-341-3358		No
American Women in Radio & Television, Minnesota Chapter dba AWRT-MN AWRT-MN Jobmart.com	Catherine Flaherty	PO Box 50369 Minneapolis, MN 55405	763-550-1102	1	No
Cbsradio.com	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697	1	No
Center for Asians and Pacific Islanders	Kim Tvan	3702 East Lake Street Suite 200 Minneapolis, MN 55406	612-721-0122		No
College of St. Catherine	Kathy Stone, F26 Career Development	2004 Randolph Avenue St. Paul, MN 55105	651-690-7700	1	No
Council on Black Minnesotans	Nedra Hinson	2233 University Avenue West Suite 426 St. Paul, MN 55114	651-642-0811		No
Hennepin Technical College	Cheryl Benkofske	9000 Brooklyn Blvd Brooklyn Park, MN 55445	952-995-1300		No
Internal Posting	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697	2	No
KZJK-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
Metro State University	Carol Lowe	700 East Seventh Street St. Paul, MN 55106	651-793-1529		No
Minneapolis Urban League	Sara Swims	2000 Plymouth Avenue North Minneapolis, MN 55411	612-302-3111		No
NAACP	Beverly Thompson	310 East 38 th Street Minneapolis, MN 55409	612-822-8205		No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	2	No
University of St. Thomas	Ginny Nelsen Career Development Center #5020	2115 Summit Avenue, #5020 St. Paul, MN 55105	651-962-6761		No
WCCO-AM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
WLTE-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No

5) Job Title 4: Director of Sales

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Women in Radio & Television, Minnesota Chapter dba AWRT-MN AWRT-MN Jobmart.com	Catherine Flaherty	PO Box 50369 Minneapolis, MN 55405	763-550-1102	1	No
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
College of St. Catherine	Kathy Stone, F26 Career Development	2004 Randolph Avenue St. Paul, MN 55105	651-690-7700		No
Council on Black Minnesotans	Nedra Hinson	2233 University Avenue West Suite 426 St. Paul, MN 55114	651-642-0811		No

Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	No
KZJK-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487		No
Metro State University	Carol Lowe	700 East Seventh Street St. Paul, MN 55106	651-793-1529		No
Minneapolis Urban League	Sara Swims	2000 Plymouth Avenue North Minneapolis, MN 55411	612-302-3111		No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	1	No
NAACP	Beverly Thompson	310 East 38 th Street Minneapolis, MN 55409	612-822-8205		No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	2	No
University of St. Thomas	Ginny Nelsen Career Development Center #5020	2115 Summit Avenue, #5020 St. Paul, MN 55105	651-962-6761		No
WCCO-AM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
WLTE-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No

5) Job Title 5: Market Controller

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	No
KZJK-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487	1	No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	2	No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	1	No
University of St. Thomas	Ginny Nelsen Career Development Center #5020	2115 Summit Avenue, #5020 St. Paul, MN 55105	651-962-6761		No
WCCO-AM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
WLTE-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No

5) Job Title 6: Account Executive

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craigslist.com	Website-no contact				No
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	No
KZJK-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697	1	No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487	3	No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799		No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	2	No
University of St. Thomas	Ginny Nelsen Career Development Center #5020	2115 Summit Avenue, #5020 St. Paul, MN 55105	651-962-6761		No
WCCO-AM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
WLTE-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697	1	No

5) Job Title 7: Account Executive

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craigslist.com	Website-no contact				No
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	1	No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	No
KZJK-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697	1	No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487		No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	2	No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	3	No
University of St. Thomas	Ginny Nelsen Career Development Center #5020	2115 Summit Avenue, #5020 St. Paul, MN 55105	651-962-6761		No
WCCO-AM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697	1	No
WLTE-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No

5) Job Title 8: Announcer

Referral Source of Hire: Employee Referral

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			4	No
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	5	No
Craigslist.com	Website-no contact				No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	No
KZJK-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487	2	No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799		No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799		No
WCCO-AM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
WLTE-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No

5) Job Title 9: General Sales Manager

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	4	No
KZJK-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487		No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	1	No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799		No
WCCO-AM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
WLTE-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No

5) Job Title 10: Account Executive

Referral Source of Hire: CBS Radio.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				No
Craigslist.com	Website-no contact			2	No
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	No
KZJK-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487		No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799		No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	2	No
WCCO-AM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
WLTE-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No

5) Job Title 11: Account Executive

Referral Source of Hire: Employee Referral

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				No
Craigslist.com	Website-no contact			1	No
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	1	No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	1	No
KZJK-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487		No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	4	No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	2	No
WCCO-AM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
WLTE-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No

5) Job Title 12: Account Executive

Referral Source of Hire: Employee Referral

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				No
Craigslist.com	Website-no contact			1	No
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	3	No
KZJK-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487		No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	2	No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	2	No
WCCO-AM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
WLTE-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No

5) Job Title 13: Imaging Director

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			2	No
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	No
Craigslist.com	Website-no contact			2	No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	No
KZJK-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487	1	No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799		No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799		No
WCCO-AM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No
WLTE-FM Radio On-Air Spot	Shelly Grossinger	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0697		No

5) Job Title 14: Account Executive Posting

Referral Source of Hire: CBS Radio.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				No
Craigslist.com	Website-no contact			1	No
Cbsradio.com	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	1	No
Internal Posting	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698	2	No
KZJK-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
Main Street Tattler	Tom Kay	4517 Minnetonka Blvd #104 Minneapolis MN 55416	952-927-4487	1	No
Monster.com	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799	1	No
Star Tribune Newspaper	Sharon Rodriguez	425 Portland Avenue Minneapolis, MN 55488	612-673-7799		No
WCCO-AM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No
WLTE-FM Radio On-Air Spot	Francie Kennedy	625 Second Avenue South, Suite 200 Minneapolis, MN 55402	612-370-0698		No

6) Total # of Interviewees Referred: For the period from November 22, 2008 through November 21, 2009, this Employment Unit interviewed 115 interviewees for full-time job vacancies.

7) Supplemental Recruitment Measures.

1. Job Fair Sponsorship

Description of Supplemental Recruitment Measures	Date	Personnel Involved (Position)
KZJK, WCCO and WLTE sponsored and participated in the Martin Luther King Job Fair, held at the Minneapolis Convention Center. Department managers and other station personnel discussed broadcasting careers and current open positions.	January 19, 2009	Director of Sales General Sales Manager Program Director

2. Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measures	Date	Personnel Involved (Position)
Presented to attendees of Communications College and Career Day at the University of St. Thomas, Minneapolis, MN. Discussed careers in broadcasting.	January 14, 2009	Program Director News Director
Hosted students from the YMCA. Event included tour of station studios and a discussion on broadcasting careers.	August 18, 2009	Promotion Director

3. Internship Program

Description of Supplemental Recruitment Measures	Date	Personnel Involved (Position)
KZJK, WCCO and WLTE conduct an internship program designed to assist college students in acquiring skills needed for broadcast employment and careers in broadcasting.	Ongoing	Promotions Managers
Mentored student through Adventure in Mentorship ISD 196 Program. Provided observation and interactive opportunities to further career exploration in the media field.	March – May 2009	Program Director Promotion Director On Air Staff

4. Participate in General Outreach Efforts Using Job Banks or Internet Programs

Description of Supplemental Recruitment Measures	Date	Personnel Involved (Position)
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

5. 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 (Position)
Presenter at The Leadership Challenge: A Business Conference for Women at College of St. Catherine, St. Paul, MN. Discussed Leadership in Today's Environment. Reviewed with students the opportunities and challenges of being a VP in the broadcast industry.	January 22, 2009	VP of Sales