

KARE
EEO PUBLIC FILE REPORT
November 21, 2016 - November 20, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive - KARE	1-33, 35, 37-49, 51-52, 54, 56-63, 65-74, 76, 78-82	27
Sales Account Executive - KARE	1-33, 35, 37-49, 51-52, 54, 56-63, 65-74, 76, 78-82	7
Sales Account Executive - KARE	1-33, 35, 37-49, 51-52, 54, 56-63, 65-74, 76, 78-82	19
Multi-Skilled Journalist - KARE	2, 6-13, 18-22, 25-26, 28, 31-33, 35, 37-39, 41-43, 45-47, 49, 52, 56-59, 61, 63-64, 67, 70, 72, 76, 81	81
Multi-Skilled Journalist - KARE	2, 6-13, 18-22, 25-26, 28, 31-33, 35, 37-39, 41-43, 45-47, 49, 52, 56-59, 61, 63-64, 67, 70, 72, 76, 81	64
Sales Coordinator - KARE TV	2, 6-13, 18, 20-22, 25-28, 31-33, 35, 37-39, 41-43, 45-47, 49, 52, 56-59, 61, 63, 67, 70, 72, 76, 81	27
Multi-Media Producer - KARE	2, 6-13, 18-22, 25-26, 28, 31-33, 35, 38-39, 41-43, 45-47, 49, 52, 56-59, 61, 63, 66-67, 70, 72, 76, 81	19
Multi-Media Producer - KARE	2, 6-13, 18-22, 25-26, 28, 31-33, 35, 38-39, 41-43, 45-47, 49, 52, 56-59, 61, 63, 66-67, 70, 72, 76, 81	66
Digital Account Executive - KARE	2, 6-13, 18-22, 25-28, 31-33, 35, 38-39, 41-43, 45-47, 49-50, 52, 56-59, 61, 63, 66-67, 70, 72, 76, 81	27
Account Manager - KARE	2, 6-13, 18, 20-22, 25-26, 28, 31-33, 35, 38-39, 41-43, 45-47, 49-50, 52, 56-59, 61, 63, 67, 70, 72, 76, 81	50
Digital Ad Operations Specialist - KARE	2, 6-13, 18-22, 25-28, 31-35, 38-39, 41-43, 45-47, 49, 52, 56-59, 61, 63, 66-67, 70, 72, 76-77, 81	81
Digital Ad Operations Specialist - KARE	2, 6-13, 18-22, 25-28, 31-35, 38-39, 41-43, 45-47, 49, 52, 56-59, 61, 63, 66-67, 70, 72, 76-77, 81	34
Digital Ad Operations Specialist - KARE	2, 6-13, 18-22, 25-28, 31-35, 38-39, 41-43, 45-47, 49, 52, 56-59, 61, 63, 66-67, 70, 72, 76-77, 81	19
Motion Designer - KARE	2-3, 6-13, 20-22, 25-28, 31-33, 35, 38-39, 41-43, 45-47, 52-53, 57, 59, 61, 63, 66-67, 70, 72, 76, 81	27
Content Coordinator - KARE	2-3, 6-13, 20-22, 25-28, 31-33, 35, 38-39, 41-43, 45-47, 52, 57, 59, 61, 63, 66-67, 70, 72, 76, 81	27

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Multimedia Producer - Digital - KARE	2-3, 6-13, 20-22, 25-28, 31-33, 35, 38-39, 41-43, 45-47, 52, 57, 59, 61, 63, 66-67, 70, 72, 75-76, 81	81
Technology Specialist	27, 66	66
Newscast Director	19	19
Multimedia Newscast Producer	1-2, 4-17, 19-20, 22-26, 28-33, 35-36, 38-48, 51-52, 54, 57, 59-76, 78-82	19
Visual Story Teller	1-2, 4-17, 19-20, 22-33, 35-36, 38-48, 50-52, 54-55, 57, 59-63, 65-74, 76, 78-82	19
Local and National Accounts Manager	1-17, 19-20, 22-26, 28-33, 35, 38-45, 47-48, 51-52, 54, 59-63, 65-74, 76, 78-82	19

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Indian LRC/UofM 106 Pleasant St. SE 125 Minneapolis, Minnesota 55407 Email : aminstud@umn.edu Career Services	N	0
2	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url : www.aioic.org Email : donc@aioic.org Fax : 1-612-341-3766 Don Clark	N	0
3	American Women in Radio & TV A Lotz 3415 University Ave Minneapolis, Minnesota Email : alotz@awrt.org --	N	0
4	Anoka Technical College 1354 West Hwy 10 Anoka, Minnesota 55303 Email : ahengemuhle@anokatech.edu Career Services	N	0
5	Asian American Journalists Minnesota 425 Portland Ave. S. Minneapolis, Minnesota 55488 Email : aajamn@gmail.com Career Services	N	0
6	Brown Institute 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3440 Email : tmiller@browncollege.edu Terry Miller	N	0
7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone : 952-361-1711 Email : mrudloff@co.carver.mn.us Fax : 1-952-361-1636 Mary Rudloff	N	0
9	Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone : 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller	N	0
10	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : bchaffee@ngwmail.mn.state.us Fax : 1-763-271-3701 Barb Chaffee	N	0
11	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org --	N	0
12	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	College of S. Benedict/St. John's University 37 College Ave. S. Career Services St. Joseph, Minnesota 56374 Email : jlmiller@csbsju.edu Career Services	N	0
15	Concordia College 275 N. Syndicate Street St. Paul, Minnesota 55404 Email : careerservices@csp.edu Career Services	N	0
16	Council on Black Minnesotans 2233 University Ave. #426 St. Paul, Minnesota 55114 Email : cobm@state.mn.us Career Services	N	0
17	Dakota County Technical College 1300 145th St. E Rosemount, Minnesota 55068 Email : cel@dctc.edu Career Services	N	0
18	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
19	Employee Referral	N	11
20	Equality - Pathways to Potential 5535 Lake Sarah Heights Drive Loretto, Minnesota 55357 Phone : 763-479-3014 Url : Coming Soon Email : greghani@juno.com Greg Hani	N	0
21	Glassdoor.com Internet site Sausalito, California Glassdoor.com Glassdoor.com Manual Posting	N	1

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22	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
23	Hamline University 1536 Hewitt Ave. MS-B1802 St. Paul, Minnesota 55104 Email : tmiddendorf@hamline.edu Career Services	N	0
24	Hennepin Technical College 9200 Flying Cloud Drive Eden Prairie, Minnesota 55347 Email : jobs@hennepintech.edu Career Services	N	0
25	HIRED 1200 Plymouth Ave N Minneapolis, Minnesota 55411 Phone : 612.529.3342 Email : job@HIRED.org Fax : 1-612-529-7131 Lori Anderson	N	0
26	Hmong Television Email Only Mpls, Minnesota Email : mitchlee@comcast.net Mitch Lee	N	0
27	Indeed.com - Not Directly Contacted by SEU	N	15
28	Inroads Minneapolis/St. Paul 1600 University Ave West St. Paul, Minnesota 55104-3839 Phone : 951-644-4406 Email : info@inroads.org Collin Melvin	N	0
29	Inver Hills Community College 2500 Es. 80th Inver Grove Heights, Minnesota 55076 Email : infogeneral@inverhills.edu Career Postings	N	0

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30	Jewish Vocational Services 13100 Wayzata Blvd. St. 300 Hopkins, Minnesota 55305 Email : jflam@jfcsmpls.org Career Services	N	0
31	JuJu.com juju.com New York, New York juju.com Job Search Engine Manual Posting	N	0
32	KARE 11 Internal Candidates Minnesota Career Service Manual Posting	N	0
33	Life-Work Planning Center 201 North Broad Street, Suite 100 Union Square Business Center Mankato, Minnesota 56001 Phone : 507-345-1577 Url : www.lwpc.org Fax : 1-507-345-1469 Susan McNamara	N	0
34	Linked In	N	1
35	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
36	Metropolitan State University 209 Wigley Administration Center Mankato, Minnesota 55113 Email : william.baldus@metrostate.edu Career Services	N	0
37	Minneapolis College of Art and Design 2501 Stevens Ave S Minneapolis, Minnesota 55404 Phone : 612-874-3721 Email : careers@mcad.edu Phyllis / Christine Ware / Davis	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Minneapolis Urban League 2100 Plymouth Ave Minneapolis, Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax : 1-612-521-8513 Roosevelt Pargo	N	0
39	Minnesota Broadcasters Association 3033 Excelsior Blvd #301 Mpls, Minnesota 55416 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com/careers Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
40	Minnesota Women's Consortium 550 Rice Street St. Paul, Minnesota 55103 Email : info@mnwomen.org Career Services	N	0
41	Minnesota WorkForce Center 205 2nd Ave NW, Suite B Roseau, Minnesota 56751 Phone : 218-463-2233 Email : Bonny.Stechmann@state.mn.us Fax : 1-218-463-1316 Bonny Stechman	N	0
42	Minnesota Workforce Center 1606 W. Third St. Red Wing, Minnesota 55066 Phone : 651-385-6480 Url : www.mnwfc.org Email : Vicky.Koehn@state.mn.us Fax : 1-651-385-6484 Vicky Koehn	N	0
43	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	MN Indian Resource Center 2300 15th Ave. S. Minneapolis, Minnesota 55404 Email : skincade@miwrc.org Career Services	N	0
45	MN Workforce Center- St. Cloud 3333 West Division St. Midtown Square Mall, Suite 212 St. Cloud, Minnesota 56303 Phone : 320-202-6435 Email : michael.eisenstadt@state.mn.us Fax : 1-320-654-5173 Mike Eisenstadt	N	0
46	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
47	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
48	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Email : info@nhmc.org Career Services	N	0
49	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Career Service	N	0
50	Non-Employee Referral	N	3

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51	Normandale Community College 9700 France Ave. South Bloomington, Minnesota 55431 Email : nccjoblist@normandale.edu Career Services	N	0
52	Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax : 1-218-681-7635 Peter Lavalier	N	0
53	Other Source	N	2
54	Rasmussen College 3500 Federal Drive Eagan, Minnesota 55016 Email : tinat@rasmussen.edu Career Services	N	0
55	Self Referral	N	1
56	Simply Hred simplyhired.com Sunnyvale, California simplyhired.com Job Search Engine Manual Posting	N	0
57	Society of Professional Journalists Minneapolis Chapter Minneapolis, Minnesota 55414 Phone : 952-882-2471 Email : scott.theisen@gmail.com Scott Theisen	N	0
58	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0

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59	Southwest MN Workforce Center 129 W. Nicols Montevideo, Minnesota 56265 Phone : 320-269-5561 Url : www.mnwfc.org Fax : 1-320-269-5696 Juanita Lauritsen	N	0
60	St. Cloud Technical College 1500 Cooper Ave. S. St. Cloud, Minnesota 56303 Email : jbauer@sctcc.edu Career Services	N	0
61	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
62	St. Olaf 1520 St. Olaf Ave. Northfield, Minnesota 55057 Email : cahoon@stolaf.edu Career Services	N	0
63	State Services for the Blind 2200 University Ave. W. #240 St. Paul, Minnesota 55114 Phone : 651.642.0363 Url : http://www.mnssb.org Email : pam.gowan@state.mn.us Fax : 1-651-649-5927 Pam Gowan Job Placement Specialist	N	0
64	Station Website	N	2
65	Summit Academy OIC 935 Olson Memorial Highway Minneapolis, Minnesota 55405 Email : info@saoic.org Career Services	N	0
66	TEGNA.com 7590 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	9

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67	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	1
68	University of Minnesota 200 Donhowe Buliding 319 15th Ave. SE Minneapolis, Minnesota 55455 Email : mlkdesk@umn.edu Career Services	N	0
69	University of Minnesota Department of Chicano & Latino Studies 19 Scott Hall 72 Pleasant Street SE Minneapolis, Minnesota 55455 Email : chicstud@umn.edu Career Services	N	0
70	University of Minnesota, School of Journalism 111 Murphy Hall, 206 Church St SE Mpls, Minnesota 55455-0418 Phone : 612-625-0120 Email : sjmcugs@umn.edu Career Service	N	0
71	University of St. Thomas 2115 Summit Ave St. Paul, Minnesota 55105 Email : webmaster@stthomas.edu Career Services	N	0
72	University of St. Thomas, Counseling & Career Services 2115 Summit Avenue #5020 St Paul, Minnesota 55105-1096 Phone : 651-962-6767 Email : pnlee@stthomas.edu Pa Nhia Lee	N	0
73	University of Wisconsin - Eau Claire 405 Garfield Ave. Eau Claire, Wisconsin 54702 Email : gatlinj@uwec.edu Career Services	N	0

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74	University of Wisconsin - La Crosse 1725 State Street La Crosse, Wisconsin 54601 Email : kbald@uwlax.edu Career Services	N	0
75	Unknown Referral Source	N	3
76	US Department of Veterans Affairs VA Regional Office BHW Federal Bldg 1 Federal Drive Fort Snelling, Minnesota 55111-4050 Phone : 612.970.5452 Fax : 1-612-970-5455 Candy Kriska	N	0
77	Walk In/Self-Referral	N	1
78	Wayne State University - Journalism Institute for Minorities 42 W. Warren Ave. Detroit, Michigan 48202 Email : anails@wayne.edu Career Services	N	0
79	Winona State P.O. Box 5838 Winona, Minnesota 55987 Email : rbanicki@winona.edu Career Services	N	0
80	Women Venture 2324 University Ave. W. St. Paul, Minnesota 55114 Email : amays@womenventure.org A Mays	N	0
81	www.kare11.com Minnesota Url : www.kare11.com Career Service Manual Posting	N	9
82	YWCA 1130 Nicollet Mall Minneapolis, Minnesota 55403 Email : YWCA@ywcamppls.com Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			62

KARE**EEO PUBLIC FILE REPORT****November 21, 2016 - November 20, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/1/2016	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	2	Group HR Director Group HR Director
2	12/4/2016	Establishment of a mentoring program	Minnetonka School VANTAGE Mentoring Program - an immersion program for digital broadcasting thru the Minnetonka school district. Three of our employees serve as mentors and guest instructors for youth in the program. Students has been paired with station employee(s). Includes station visits, monthly mentor sessions through May 2017.	3	Account Executive Social Media Manager Anchor/Reporter
3	12/6/2016	Participation in other activities designed by the station employment unit	Hosted St. Paul Charter School students visit to station to learn about station operations and station careers.	1	Community Engagement Coordinator
4	12/7/2016	Participation in events or programs sponsored by educational institutions	Guest speaker and presenter to a broadcast journalism class at St. Cloud State University about being a television newscast producer, what happens on a daily basis and about the editorial process. Answered questions about writing a basic script and how to get a first job in TV news.	1	Producer - News
5	1/19/2017	Establishment of training programs for station personnel	All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment. Indeed, TEGNA is committed to providing all employees with the necessary tools and information for maintaining a workplace that is harassment free. Therefore all employees were required to participate in an on-line training course. Please allow approximately 30 to 45 minutes to complete the course. Everyone was given 60 days from January 19, 2017 to complete the course requirement.	180	All Station Staff

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6	1/25/2017	Participation in events or programs sponsored by educational institutions	January 25, 2017 - spoke to University of Minnesota journalism class about careers in television broadcasting.	1	Reporter
7	2/23/2017	Participation in events sponsored by community groups	Spoke to BCA Law Enforcement Class about reporter jobs.	1	Reporter
8	2/28/2017	Establishment of training programs for station personnel	Break Through to Excellence Digital Summit held in Phoenix, AZ for Digital and Local Sales Managers. Focus was leadership development, enhancing web sales including social media/brand building.	1	Local Sales Manager
9	3/1/2017	Participation in events or programs sponsored by educational institutions	March 1, 2017 - Osceola High School. Spoke to class about the industry and careers.	1	Reporter
10	3/3/2017	Participation in events or programs sponsored by educational institutions	Spoke to elementary students at Red Tail Ridge Elementary, Prior Lake, MN about being a reporter.	1	Reporter
11	3/7/2017	Participation in events or programs sponsored by educational institutions	Central Lakes College students (12) toured the KARE 11 station to get an inside perspective on current technology, show production and to learn more about a career in journalism.	1	Manager Technology
12	3/9/2017	Participation in events sponsored by community groups	Anchor emceed The Women's Conference in Dakota County. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor/Reporter
13	3/13/2017	Establishment of training programs for station personnel	March 13 - 15, Sent 2 of employees to unmanned serial vehicles - Drone training for the piloting, maintaining and repairing these machines.	3	Photojournalist Photojournalist
14	3/13/2017	Participation in other activities designed by the station employment unit	Hosted Osceola High School students visit to station to learn about station operations and station careers.	1	Reporter
15	3/15/2017	Participation in events or programs sponsored by educational institutions	Presented to University of St. Thomas students about careers in journalism.	1	Social Media Manager

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16	3/20/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	180	All Employees
17	4/19/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 2 hour training session on Harassment in the work place. Prevention and action steps for all managers.	35	All Station Leaders
18	4/20/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 2 hour training session on discipline and performance improvement plans. Prevention and action steps for all managers	35	All Station Leaders
19	4/25/2017	Participation in events or programs sponsored by educational institutions	Reporter presented to St. Thomas University journalism class on newscast production, reporting and working in the broadcast industry.	1	Reporter
20	4/26/2017	Establishment of training programs for station personnel	Sales Leadership Summit received leadership training on ownership, new products for digital, Google keynote on micro moments, Facebook advertising and the shift to social.	1	Sales Director
21	5/15/2017	Establishment of training programs for station personnel	Two new sales Account Executives and one new Account Manager attended Inside Out sales training. This training is a part of the TEGNA onboarding training for all new sales professionals.	3	Account Manager Account Executive Account Executive
22	6/5/2017	Establishment of training programs for station personnel	Marketing Director attended Promax Convention in Los Angeles. Multiple training sessions offered and opportunity to work with syndicators and others in the field.	2	Marketing Director Graphic Artist

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23	6/22/2017	Establishment of training programs for station personnel	Investigative Reports and Editors (IRE) Annual Conference held from June 22-June 25 in Phoenix, AZ. These national and regional conferences are packed with panels, workshops and round tables covering the latest developments in the field of investigating reporting. The conferences have become known for the practical tips and story ideas shared by prize-winning members in quick-hit sessions. Speakers will share strategies for locating documents and gaining public records, find the best stories and managing investigations.	2	Investigative Reporter Investigative Reporter
24	6/27/2017	Establishment of training programs for station personnel	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	Group HR Director
25	6/28/2017	Establishment of training programs for station personnel	News, Digital and Marketing Directors attended TEGNA HQ Content Summit. Focus was exploring new ways to examine content, increase audience on all platforms, and hiring of diverse talent representative of the viewing community.	4	News Director Assistant News Director Marketing Director Executive Producer
26	7/11/2017	Participation in other activities designed by the station employment unit	Station leadership and talent hosted a gathering with local college professors and counselors sharing information about working toward a career in the broadcast industry. This meeting included station leadership, talent and fourteen local college professors.	7	General Manager Director of Sales Local Sales Manager Anchor Talent
27	8/15/2017	Establishment of training programs for station personnel	Aug. 15, 16, & 17 - Attended the TEGNA Innovation Summit in McLean to brainstorm ways to innovate local news.	3	Marketing Director Executive Producer Reporter

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28	8/20/2017	Establishment of training programs for station personnel	Two investigative producer/reporters attended the NPPA Annual conference to receive training to stay ahead of the changes on topics ranging from business to multimedia to lighting skills and more.	2	Investigative Producer/Reporter Investigative Reporter
29	9/16/2017	Participation in events sponsored by community groups	Anchor emceed The Walk to Defeat ALS. Discussed career tracks working toward a career in the broadcast and journalism industry.	1	Anchor/Reporter
30	9/23/2017	Participation in events sponsored by community groups	Anchor emceed The RivALZ TC for the Alzheimer's Association. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor/Reporter
31	9/27/2017	Participation in events or programs sponsored by educational institutions	Spoke to the student body at Perham High School & Middle School on perseverance & dreams. Also discussed career opportunities in the broadcast and journalist industry.	1	Anchor/Reporter
32	9/30/2017	Participation in other activities designed by the station employment unit	Anchor emceed KARE 11 Twin Cities Mile. Discussed career tracks working toward a career in the broadcast and journalism industry.	1	Anchor/Reporter
33	10/13/2017	Participation in other activities designed by the station employment unit	Hosted station tour for University of Minnesota journalism class. Offered insight into newscast production, the activity within a newsroom and discussed careers in the broadcast industry.	4	News Director Producer Anchor/Reporter Reporter
34	10/14/2017	Establishment of training programs for station personnel	Broadcast Engineer conducted a station tour for the St. Cloud Apollo High School Media class. Offered an inside perspective on the production of a newscast, the layout of a newsroom and showed them the sets. Discussed opportunities within the broadcast industry.	1	Broadcast Technician
35	10/18/2017	Participation in events sponsored by community groups	Guest speaker & panelist at MSU-Moorhead Sports Communication Convention. Also discussed career opportunities in the broadcast and journalist industry.	1	Anchor/Reporter

KARE**EEO PUBLIC FILE REPORT****November 21, 2016 - November 20, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
36	10/26/2017	Participation in events sponsored by community groups	Anchor participated in the Unity Ball fundraising event hosted by the Minneapolis Urban League. With a broad outreach and media plan and an anticipated audience of 500+ community leaders, the Minneapolis Urban League's Unity Ball shined a light on issues of equity, justice and inclusion. Shared information about career opportunities in journalism in the broadcast industry.	1	Anchor/Reporter
37	11/5/2017	Participation in events sponsored by community groups	Anchor participated in the Purple Light, which raises awareness for pancreatic cancer. Shared information about career opportunities in journalism in the broadcast industry.	1	Anchor/Reporter
38	11/5/2017	Participation in events sponsored by community groups	Anchor emceed The Breathe of Hope Foundation gala for lung cancer. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor/Reporter
39	11/7/2017	Participation in events sponsored by community groups	Anchor participated in the Fashion Fest community fundraising event, which raises awareness and funding for Children's Hospital. Shared information about career opportunities in journalism in the broadcast industry.	1	Anchor/Reporter
40	11/7/2017	Establishment of an intern program designed to assist members of the community	KARE-11 actively recruits students attending accredited colleges and universities. Our program offers the student/intern active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that can not be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships are primarily news based. During the reporting period, hired and trained twelve interns for three month assignments.	3	Producer News Director Assistant News Director

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41	11/9/2017	Participation in events or programs sponsored by educational institutions	Account Executive participated on a University of Northwestern Panel presenting to a Principles of Marketing class. Shared information about a career in sales in the media and broadcast industry.	1	Account Executive
42	11/11/2017	Participation in events sponsored by community groups	Guest Speaker for Concordia Women's Connect. Also discussed career opportunities in the broadcast and journalist industry.	1	Anchor/Reporter