

EEO PUBLIC FILE REPORT
November 21, 2008 to November 20, 2009

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
	<u>NEWSPAPERS & MAGAZINES</u>		
1	Pioneer Press 345 Cedar Street St. Paul, MN 55101 651-228-5264 Fax: 5269	N	
2	Star Tribune 425 Portland Ave Mpls., MN 55488 612-673-7108 Fax: 7866 adhanani@startribune.com Star Tribune Website www.startribune.com	N	
	<u>JOURNALISM/MEDIA</u>		
3	Jobs@tvjobs.com	N	
4	www.medialine.com medialine@medialine.com Mark Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073	N	
5	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 301 Mpls., MN 55416 Linda Lasere 612-926-8123 llasere@minnesotabroadcasters.com jobbank@minnesotabroadcasters.com <i>**MBA sends postings to 300+ sources. See full list below**</i>	N	1
6	American Women in Radio & TV – Local Job Mart A Lotz 3415 University Ave. Mpls., MN North Central Area alotz@awrt.org	N	
7	Hmong TV Hmong Village St Paul, MN 651-442-7698 kevkoonsiab@aol.com info@iamhmongtv.com	N	

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8	Nat'l Assoc. of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 nabj@nabj.org	N	
9	National Academy of TV Arts & Sciences Teresa Vickery 952-474-7126 info@ntauppermuswest.org	N	
	<u>SCHOOLS, COLLEGES,</u> <u>UNIVERSITIES</u>		
10	Brown College 1440 Northland Drive Mendota Heights, MN 55120 651-905-3499 K. Baumeister/T. Miller kbaumeister@browncollege.edu , tmiller@browncollege.edu Aluckie-parks@browncollege.edu	N	
11	Hennepin Technical College 9000 Brooklyn Blvd Brooklyn Park, MN 55445 jobs@htc.mnscu.edu	N	
12	Minneapolis College of Art and Design Phyllis Ware/Christine Davis Career Services 612-874-3721 2501 Stevens Ave S., Mpls., MN 55404 careers@mcad.edu	N	
13	Minnesota School of Business 5910 Shingle Creek Parkway Brooklyn Center, MN 55410 763-585-5228 asjoblad@msbcollege.edu	N	
14	NEI Technical College 825 41 st Ave. NE, Columbia Heights, MN 55421 Eileen Weber Eileen.weber@neicoltech.org	N	
15	Saint Cloud State University 101 Admin Svcs 720 Fourth Ave S St. Cloud, MN 56301 Robb Flaherty – Director 320-308-3756 jobs4students@stcloudstate.edu scsustudentjobs@stcloudstate.edu	N	

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16	University of Minnesota Martin Luther King Program 19 Johnson Hall 101 Pleasant St.SE, Mpls., MN 55455 mlk@class.cla.umn.edu	N	
17	University of Minnesota School of Journalism 612-625-0120 111 Murphy Hall 206 Church Street SE Mpls., MN 55455-0418 sjmcugs@umn.edu	N	
18	Summit Academy OIC 935 Olson Memorial Hwy Mpls., MN 55405 612-278-6579 lwelman@saoic.org	N	
19	University of St. Thomas – 651-962-6767 Pa Nhia Lee Counseling & Career Services 2115 Summit Avenue #5020 St. Paul, MN 55105-1096 career@stthomas.edu	N	
20	Winona State University Rita Banicki 507-474-7835 rbanicki@winona.edu	N	
	<u>AGENCIES & JOB BANKS</u>		
21	American Indian Bus. Development 1113 Franklin Ave. E. Mpls., MN 55404 Linda Weinmann lindaweinmann@aindc.com	N	
22	American Indian Center 1530 Franklin Ave. S. Mpls., MN 55404 dclark@maicent.org amartinez@maicnet.org	N	
23	American Indian OIC 1845 E. Franklin Ave. Mpls., MN 55404 Beverly info@aioic.org	N	

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24	Centro Cultural Chicano 1915 Chicago Ave. Mpls., MN 55404 infocenter@centromn.org	N	
25	Central MN Jobs & Training Services 763-271-3713 106 Pine Street Monticello, MN 55362 cspoffor@ngwmail.des.state.mn.us	N	
26	Chicano-Latino Affairs Council 555 Park St #210 St. Paul, MN 55103 clac.desk@state.mn.us	N	
27	Chicanos Latinos University 220 S. Robert Street, #103 St. Paul, MN 55101 Cindy Armij001@umn.edu	N	
28	Courage Center Sara Sundeen 763-520-0509 3915 Golden Valley Road Golden Valley, MN 55422 Sara.sundeen@courage.org	N	
29	East Side Neighborhood Service, Inc. 1929 Second St. NE Mpls., MN 55418 Ann Oliver olivba@esns.org	N	
30	Inroads Minneapolis/St. Paul 1600 University Ave W St Paul, MN 55104-3839 Collin Melvin 651-644-4406 info@inroads.org	N	
31	MN Council of Churches 122 W. Franklin Ave., Suite 100 Minneapolis, MN 55404 Sonja Ausen/Patricia Sample 612-230-3225 sampelp@mnchurches.org	N	
32	Minnesota Woman's Consortium/Women in Trades 550 Rice Street St. Paul, MN 55103 Lorraine Hart 651-228-0338 info@mnwomen.org	N	

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33	Minnesota's Workforce Center Minnesota Department of Employment and Economic 1201 89 th Ave NE Blaine, MN 55434 Bonnie Baumel Bonnie.baumel@state.mn.us	N	
34	NAACP Sabathani Community Center 310 E. 38 th Street, Room 138 Mpls., MN 55409 Roger Clark naacp@apollo3.com	N	
35	National Black Media Coalition 1738 Elton Road, Ste. 314 Silver Spring, MD 20904 Nbmc2000@aol.com	N	
36	Southeast Asian Community Council 555 Girard Terrace N. Ste. 110 Mpls., MN 55405 info@swacc-mn.org	N	
37	Women's Venture 2324 University Ave. St. Paul, MN 55114 lpadilla@womenventure.org	N	
38	Women's Advocate, Inc. 584 Grand Ave. St. Paul, MN 55114 Mary Brown mbrown@wadvocates.org	N	
	OTHER		
39	www.gannett.com	N	3
40	www.kare11.com	N	19
41	Referral/Word of Mouth	N	13
42	Former KARE 11 Intern/Employee	N	1
43	Internal Candidate (KARE 11/Gannett)	N	4
44	Candidate Cold Call	N	1
45	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting Free idea sharing newsletter www.vault.com . gnewell@602communications.com	N	1

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46	Minnesota Interactive Marketing Association 1821 University Ave W #S256 St Paul, MN 55104 651- 999-5345 info@mima.org	N	2
47	Media Agent/Agency	N	3
48	Talent Dynamics 8828 Stemmons, Suite 510 Dallas, TX 75247 214-630-9590	N	
49	www.indeed.com Job aggregator website	N	1
50	www.careerbuilder.com	N	
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			49

**Minnesota Broadcasters 2009 Job Bank Mailing List	
College/EEO/Private Schools	Stations
Ability Building Center	KAAL Channel 6
Academy College	KADU FM 90.1
Access	KAGE AM/FM, KHME, KWNO 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- Hennepin Technical College	KBAJ, KQDS
Anoka Ramsey Community College-Cambridge	KAWE Channel 9/22
Anoka Ramsey Community College-Coon Rapids	KBGY, WLKX
Argosy University-Twin Cities	KBEW AM/FM
Art Instruction School	KBHW, KXBR
Augsburg College	KBHL FM 103.9
Auto Technical, Inc.	KBHP, KBUN, KKZY, KLLZ
Bemidji State University	KBJR Channel 6

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Benilde-St. Margaret's School	KBMW, KGWB
Bethany Lutheran College	KBMO, KSCR
Bethel College	KBMX, KKCB, KLDJ, WEBC
Brainco-The Minneapolis School of Advertising, Design, and Interactive Studies	KBOT, KDLM
Brown Institute	KBPR, KNBJ, KCRB
Building for Women	KBRF, KJKK AM/FM, KPRW, KZCR
Cambodian-American Association of MN	KBRR/KVRR TV 15
Capella University	KBSB FM 89.7
Cardinal Stritch University	KCHK, KRDS
Carlton College	KCAJ FM 102.1
Carver County Workforce Center	KCCD FM, KCCM FM
Cedar Valley Service Inc. Alpha Program	KCNN, KNOX AM/FM, KYCK, KZLT
Cedar Valley Services, Inc	KCFB, KTIG, WZFJ
Central Lakes College-Brainerd	KCGN FM 101.5
Central Lakes College-Staples	KCUE, KLCH, KWNG
Central MN Jobs & Training Services	KCLD FM 104.7
Century College	KCLH, KQYB
Chippewa Enterprises, Inc.	KQRS, KXXR, WGVX, WGVY, WGVZ
Choice Unlimited	KDAL AM/FM, KRBR, KTCO, KXTP, WDSM
Clay County Supportive Training Service	KDIO, KPHR
College of St. Benedict	KDHL, KQCL
College of St. Catherine	KDJS AM/FM
College of St. Scholastica	KDMA, KKRC, KMGM
College of Visual Arts	KDNI, KDNW
Concordia College, Moorhead	KDOG, KRRW, KTOE, KXAC
Concordia University, St. Paul	KDOM AM/FM
Confederation of Somaili Community in MN	KDWB, KEEY, KFAN, KFXN, KJZI, KQQL, KTCZ
Crossroads College	KDWA AM 1460
Crown College	KEYL, KXDL
Dakota County Technical College	KEEZ FM 99.1
Dunwoody College of Technology	KDXL FM 99.7
East Metro Opportunities Industrialization Center	KFGI, KLIZ AM/FM, KVBR
East Polk County DAC	KFAI FM 90.3
East Range Developmental Achievement Center (DAC)	KEYC Channel 12
Equality-Pathways to Potential	KFMC, KSUM
Federation of Somali Community	KFIL AM/FM
Floral Communications Group Institute	KFSI FM 92.9
Fond du Lac Opportunities Industrialization Center	KGPZ FM 96.1
Fond du Lac Tribal & Community College	KFML, KLTF, WYRQ
Globe College	KGHS, KSDM
Goodwill Industries Vocational Enterprises	KITN, KWOA AM/FM

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Goodwill/Easter Seals	KGAC, KNGA, KNOW
Grant County D.A.C., Inc.	KIKV FM 100.7
Gustavus Adolphus College	KJLY FM 104.5
Hamline University	KJOE FM 106.1
Hennepin Technical College-Brooklyn Park	KKCQ AM/FM, KKEQ
Hennepin Technical College-Eden Prairie	KKAQ, KKDQ
Hibbing Community College	KKBJ AM/FM, WBJI
Hired	KKJM FM 92.9
Houston County Networks	KKIN AM/FM
Indian Family Services, Inc.	KKOJ, KRAQ
Inroads/Minneapolis-St. Paul, Inc.	KKLN FM 94.1
Institute of Production and Recording	KKSR FM 96.7
Intercultural Mutual Assistance Association	KKOK FM, KMRS FM
Inver Hills Community College	KKMS, KYCR, WWTC
Itasca Developmental Achievement Center, Inc	KKWQ FM 92.5
Jeane Thorne Career and Training Centers	KLCI, WQPM
Job Training Center	KLBB, KLBP, WMNN
Jobs in Transition Support Group	KKWS, KNSP, KWAD
Jobs Now Coalition	KLCX, KOLM, KWWK
Jobs Plus, Inc.	KLFD AM 1410
Kandi Works DAC, Inc	KLFN, KOLV, KQIC, KWLM
KAPOSIA Inc.	KLGR AM/FM
KRS Computer and Business School	KLKS 104.3
Lake Superior College	KLQL
Lao Assistance Center of MN	KLQP FM 92.1
Lao Family Community of MN	KLSE, KZSE
Learning Strategies Corporation	KLTA, KPFX, KQWB, KVOX KLZZ, KMXX, KXSS, WJON, WWJO
Life-Work Planning Center	KMFG, WMFG AM/FM, WNMT, WTBX, WUSZ
Macalester College	KMFX, KNFX, KRCH, KWEB
Mahnomen County DAC	KMFY, KOZY
Mankato Rehabilitation Center, Inc. (MRCI)	KMGK FM 107.1
Marantha Community College	KMOJ FM 89.9
Martin Luther College	KMSP Channel 9
McNally Smith College of Music	KMSU, KMSK
MDI Commercial Services	KMWB Channel 23
Merrick Partners, Inc	KNOF FM 95.3
Mesabi Range Community & Technical College	KQAD
Meta Institute	KNSI AM 1450
Metro Work Center, Inc.	KNUJ FM 107.3
Metropolitan State University	KNSR, KJSR
Miami Ad School Minneapolis	KNUJ AM 860
Minneapolis American Indian Center	KNXR, KRPR
Minneapolis Business College	

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Minneapolis College of Art and Design	KPXM Channel 41
Minnesota Resource Center	KQAL FM 89.5
Minnesota School of Business-Richfield	KQPR FM 96.1
Minnesota School of Business-Brooklyn Center	KQDS Channel 21
Minnesota State College- Southeast Technical-Red Wing	KQEG FM 102.7
Minnesota State College- Southeast Technical-Winona	KRBI AM/FM
Minnesota State University, Mankato	KRBT, WEVE
Minnesota State University, Moorhead	KRCQ FM 102.3
Minnesota State Community and Technical College-Detroit Lakes	KRFO AM/FM
Minnesota State Community and Technical College-Fergus Falls	KRJB FM 106.3
Minnesota State Community and Technical College-Moorhead	KRJM FM 101.5
Minnesota State Community and Technical College-Wadena	KRLX FM 88.1
Minnesota West Community & Technical College-Canby	KROC AM/FM, KYBA
Minnesota West Community & Technical College-Granite Falls	KROX AM 1260
Minnesota West Community & Technical College-Jackson	KRSW FM 89.3
Minnesota West Community & Technical College-Pipestone	KRWB AM 1410
Minnesota West Community & Technical College-Worthington	KRWC AM 1360
MN Cooperation Officer	KRVY FM 97.3
MN Diversified Industries	KSAX Channel 42
MN Teamsters Service Bureau	KSMN Channel 20/15
MN Vocational Association	KSTP FM
MW Persons and Associates Inc	KSTP Channel 5/50
National Federation of the Blind of MN	KSRQ FM 90.1
New Directions/Otter Tail-Wadena CAC, Inc	KTCA/KTCI 16/17
Newgate Education and Research Center, Inc	KTIS AM/FM
Normandale Community College-Bloomington	KTTB FM 96.3
North American Training Institute	KTTC Channel 10/36
North Central Career Development Center	KUMD FM 103.3
North Central University	KUMM FM 89.7
North Hennepin Community College	KUOM AM/FM
Northland Community & Technical College-Thief river Falls	KFIL
Northland Community & Technical College – East Grand Forks	KVSC FM 88.1
Northwest Indian OIC, Inc.	KWCM Channel 10
Northwest Technical College	KWOM AM
Northwest Technical Institute	KXLP, KYSM AM/FM
Northwestern College	KXLT Channel 47
Oak Hills Christian College	KXRA AM/FM, KXRZ
Oakland Area Learning Center	KYMN AM 1080
Occupational Development Center, Inc.	WCCO AM 830
Opportunity Partners	WCCO Channel 4
Opportunity Services Inc.	WCMP AM/FM
Pine Habilitation and Supported Employment (PHASE)	WCTS AM 1030
Pine Technical College	WDGY, WMIN
Project SOAR of Northeastern MN, Inc.	WDIO Channel 10

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Prosource Educational Services, Inc	WDSE TV Channel 8
Quality Career Services, Inc.	WELY AM/FM
Rainy River Community College	WEZU AM 1120
Ramsey Action Programs, Inc.	WFTC Channel 29
Rasmussen College- Mankato Campus	WBHR, WHMH, WVAL
Ridgewater College-Willmar	WIRN, WIRR, WSCD
Rise Habilitation Services	WKLK AM/FM, WMOZ
Riverland Community College-Austin	WLTE FM 102.9
Riverland Community College-Albert Lea	WMCN FM 91.7
Rochester Community & Technical College	WWJC AM 850
Rock County Developmental Achievement Center	WWWI AM 1270
Rural MN CEP	KDIZ
S. Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	KSTP AM 1500
Sam Morriss	KBEK
Service Enterprises, Inc.	
South Central Technical College-Faribault	
South Central Technical College-North Mankato	
Southwest MN Private Industry Council, Inc.	
Southwest State University	
St. Cloud State University	
St. Cloud Technical College-St Cloud	
St. John's University	
St. Mary's University of Minnesota	
St. Olaf College	
St. Paul College	
Summit Academy OIC	
Summit Academy Opportunities	
Tech Skills	
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	

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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
Work With Dignity
Working Opportunities for Women

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs (#5)	<p>KARE 11 offered college students the opportunity to get hands-on experience in news, promotion, sports, weather, web and local programming. Selection criterion was based on transcript, resume, and interview. The interns received credit from their school for their internships, which typically last a full semester. During the reporting period we had 26 students from the following colleges:</p> <p>St. Cloud State, St. Olaf, American University, University of North Dakota, Iowa State, St. Thomas, University of Southern California, Northwestern College, Penn State, University of Minnesota, University of Missouri, North Hennepin Community College, MN School of Business, Wartburg College.</p>
2	Mentoring Program (#9)	<p>March 2 – October 30, 2009: Gannett Mentoring Program. Morning Executive Producer was selected as a Mentee for the program this year. Business Manager served as the Midwest Cluster Coordinator for the program. The goals of the program were to offer mentees personal development, opportunities to explore challenging issues in safe relationships, and positive networking engagement with executives.</p>
3	Participation in programs sponsored by education institutions relating to career opportunities in broadcasting. (#10)	<p>January 14, 2009: Photojournalist presented session on TV Photography and Reporting at the ThreeSixty's Communications Career and College Fair at the University of St. Thomas. Attendees were 150 students, interested in careers in media, from nine urban and one suburban high school.</p>

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January 7, 2009: Edina High School Journalism/Broadcasting class took tour of the station. The ten students and one teacher got an overview of how the station works and learned about careers in Broadcasting.

January 26, 2009: Assignment Editor spoke to a group of 100 Mass Comm. students at Winona State University about the industry and answered questions about careers in the broadcasting field and career expectations in general.

February 16, 2009: Photojournalist presented to a media class (appr. 25 students) at the University of St. Thomas about lighting/sequencing video, photography and answered questions about careers in photography.

February 17, 2009: Assignment Editor gave a tour of the station to a group of ten members of the National Broadcasting Society. Included questions about the field and careers in broadcasting.

March 4, 2009: Reporter spoke to a media class (appr. 25 students) at the University of St. Thomas about reporting, multi-media journalism and careers in the field.

March 4, 2009: Reporter presented as a panel member for a forum on TV Journalism at St. Cloud State University. Event created by the Society of Professional Journalists. (appr. 50 students).

March 5, 2009: Macalester University journalism class (12 students) was given a station tour by the VP of News. This included station facility tour, exposure to live newscast and discussion about positions in broadcasting

March 13 – 20, 2009: Anchor gave an informational interview and allowed a

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Champlin Park student to shadow the morning news show for a classroom project and term paper on journalism. Student is interested in pursuing journalism as a career.

March 28, 2009: Reporter judged the Skills USA Video production competition at Wayzata High School. Includes students from local high schools and tech college-level schools. Goal is to encourage pursuit of careers in video production and broadcasting.

March 30, 2009: Reporter spoke to a joint (TV and print) class of St. Thomas University Journalism students (appr. 40 students). Topics included changing world of reporting, multi-media and careers in journalism.

May 6, 2009: Reporter did a two hour presentation with Q&A for 200 Faribault High School students. This included information regarding careers working in television/broadcasting and information about working at KARE 11.

May 11, 2009: Executive Producer spoke to journalism class (appr. 25 students) at the University of St. Thomas. Topics included careers in broadcasting behind the camera.

June, 2009: Two weeks: Reporter mentored a Breck High School Senior who was working on career development options. Included shadowing and station visits.

October 7, 2009: Community Relations Manager participated in resume review and mock interview night at the University of MN. Discussed ideas on improving resumes for seven students looking for careers in marketing/broadcasting/sports arena.

October 21, 2009: Anchor mentored a Wayzata High School senior looking for a career in broadcasting.

October 23, 2009: Christ Lutheran School, 7th

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		<p>grade. Anchor talked to a class of 30 about KARE 11, careers in broadcasting and her role as an Anchor.</p> <p>October 30, 2009: Hopkins High School ProPel/Deca Group tour for 19 students and 2 teachers. Station tour and discussion about the news industry (including careers in broadcasting).</p> <p>Ongoing: Waldorf College – Photojournalist taught six classes (1/15, 3/19, 3/26, 4/2, 4/8 and 4/22) for 12 students. Included workshops, individual critiques and one-on-ones with students trying to get into broadcasting.</p> <p>Winter/Spring 2009: University of Wisconsin – River Falls Journalism School – Executive Producer is part of a team of people advising the school on journalism standards and discussing careers in Journalism.</p>
<p>4</p>	<p>Participate in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities. (#4)</p>	<p>February 28, 2009: Executive Producer gave tour to Pack 329 (appr. 15 cubs). Talked about what you need to study in school to be in the TV business.</p> <p>June 5-8, 2009: Reporter facilitated sessions for the Hugh O’Brian Youth Leadership Seminar at Concordia University. Group included 70 high school sophomores from across the state. Key topic was youth leadership. Other topics included exploring career options including those in broadcasting.</p>
<p>5</p>	<p>Provide training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. (#14)</p>	<p>October 13 – 14, 2009: Reporter and Photojournalist conducted training sessions on video storytelling for 40 participants from USA Today and the Army Times. Topics included: Lighting, Composition and maximizing the power of video.</p> <p>Online Producer served as member of Gannett’s company wide Diversity Council.</p>

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KARE University has been in place since 1997. Offering a wide array of classes including ongoing computer training, cross training, off-site and on-site seminars, and tuition reimbursement.

Access is provided to anyone that wishes to participate in online learning via Element K. This is an online training system for hundreds of courses in management, design, media, and general business knowledge. Participation varies by quarter and is on average 2 - 3 staff members.

KARE 11 also offers a tuition assistance program designed to encourage self-development through undergraduate or graduate course work. One employee participated in this program during the reporting period.

Other sessions completed this reporting period include:

Supervisory Skills Building Workshop: April 21 & May 19, 2009. Sales Manager attended two, two hour sessions.

STAR Two –Sales Development: August 4 – 5, 2009. 26 employees from various departments participated in this two day session on Strategies to Attract and Retain customers (STAR).

Gannett Talent Management: September 9 & 16, 2009. Two sessions for sales management on Recruiting Best Practices and Interviewing Tips. Included information on EEO and FCC posting processes.

Investigative Seminar – Dateline’s Steve Eckert on September 22, 2009. Ten news managers and reporters attended an in-depth session on investigative techniques.

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AVID: March 24, 2009. Twelve photographers attended in-depth session on AVID program. Session intended to raise skill levels on this crucial system.

Axis Graphics: October 2009. Ten one-on-one sessions with reporters and news managers.

Search Engine Optimization (SEO): October 28 – 29, 2009. Two online producers attended SEO training in Denver.

SEO Training Part II: November 9, 10 & 11, 2009. Training from Denver shared with KARE staff in Minneapolis. Brown bag lunch, Sales staff training and one-on-one with producers.

Brown Bag Series – Our Digital World:
Sessions designed to bring everyone to the same page on digital technology and station platforms. Attendance ranged from 5 to 15 per session.

- Twitter: April 9, 2009
- Facebook: April 16, 2009
- Newsmaker 3: April 23, 2009
- MMX 101: April 30, 2009
- MLM 101: May 7, 2009
- Cell Phone Pix: May 14, 2009
- Mogulus: May 21, 2009

VP News attended two day Content One session at Gannett Headquarters.

A Director and an Executive Producer attended three day iNEWS Manager course. August 4-6, 2009.

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		<p>The Technology & Operations Department also provides a high level of on the job training. Their employees have had over 1200 hours of cross training this year alone.</p> <p>Director and Manager of Technology attended a two day Symposium on HD and DTV in Des Moines.</p> <p>Maintenance Technician was certified – Harris Transmitter School. October 5-9, 2009.</p>
	<p>Participate in scholarship programs designed to assist students interested in pursuing a career in broadcasting. (#7)</p>	<p>KARE 11, through the Gannett Foundation, supported the 2009 Three Sixty Summer Journalism Workshop (June 14 – 26, 2009). Thirty aspiring journalists participated in the workshop “Summer Camp”. The mission is to use the principles of journalism to help Minnesota youth – particularly minority and low income youth – learn the basics of good reporting and strong writing; and to pursue careers in journalism and communication. The focus this year was on immigration. Of the 30 students, half were first or second generation immigrants.</p>
<p>7</p>	<p>List each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities. (#12)</p>	<p>Openings are posted with the Minnesota Broadcasters Association (which in turn posts with 300+ other agencies – See full list above). Also posted with National Association of Black Journalists, National Association of Television Arts & Sciences, TVJobs.com, Courage Center (for the differently abled), AWRT, Hmong TV, NAACP, National Black Media Coalition, Southeast Asian Community Council, Women’s Venture, Women’s Advocate and the Chicano-Latino Affairs Council.</p> <p>All reach a substantial amount of women and minorities.</p>
<p>8</p>	<p>Participate in other activities designed by the</p>	<p>Selected by KARE 11 during the reporting</p>

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<p>station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. (#16)</p>	<p>period to receive grants from Gannett Foundation:</p> <p>Article Thirteen Phillips Community Television Mr. Michael Hay 3901 Chicago Ave. S. Minneapolis, MN 55407 Youth Media program serving youths (12-19 years), predominantly from racial and ethnic minority groups. Offers summer and fall after school program in media. Work projects that help them develop technical skills, social skills and civic engagement. Participants create TV programs, films and web pages that focus on youth, family and community issues.</p>
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Any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers may request to be placed on our opening notification list. To receive notice of openings you must provide your organizations name, mailing address, email address, telephone number, fax number and contact person to: KARE 11, 8811 Olson Memorial Highway, Minneapolis, MN 55427 ATTN: Human Resources.