

KARE-TV
EEO PUBLIC FILE REPORT
November 21, 2022 - November 20, 2023

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
Morning News Anchor-13026	2-16, 18-21, 23-26, 28-32, 34-56	44
Motion Graphic Artist - 014088	1-13, 15-16, 18-25, 27-30, 32, 35-52, 54-56	27
Account Executive - 014180	2-13, 15-16, 18-21, 23, 25, 27-30, 32, 35-52, 54-56	44
Digital Content Producer - 014217	2-13, 15-16, 18-21, 23, 27-30, 32, 35- 52, 54-56	44
Photojournalist - 14228	2-13, 15-16, 18-23, 27-30, 32, 35-52, 54-56	44
Sports Content Producer/MSJ - 014246	2-13, 15-16, 18-23, 28-29, 32-33, 35- 52, 54-56	22
Photojournalist - 014341	3-13, 15-16, 18-21, 23, 28-29, 32-33, 35-52, 54-56	44
Producer News - 014347	3-12, 15-16, 18-21, 23, 25, 27-29, 32- 33, 35-52, 54-56	44
Marketing and Commercial Writer/Producer-14358	3-12, 15-16, 18-23, 28-29, 32-33, 35- 52, 54-56	44
Marketing and Commercial Writer/Producer-14358	3-12, 15-16, 18-23, 28-29, 32-33, 35- 52, 54-56	22
Community Marketing and PR Specialist - 014402	3-12, 15-16, 18-21, 23, 27-29, 32-33, 35-52, 54-56	44
Multi-Skilled Journalist - 014545	3-12, 15-16, 18-21, 23-25, 28-29, 32- 33, 35-52, 54-56	44
Community Relations Manager/ Anchor - 014702	2-12, 15-16, 18-21, 23-25, 28-29, 32- 33, 35-36, 38-52, 54-56	44
Meteorologist	17	17
Broadcast Director - 014983	2-12, 15-16, 18-21, 23-25, 28-29, 32- 33, 35-52, 54-56	44

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	American Indian LRC/UofM 106 Pleasant St. SE 125 Minneapolis, Minnesota 55407 Phone : 612-624-1338 Email : desh0045@umn.edu Career Services	N	0
3	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
4	Anoka Technical College 1354 West Hwy 10 Anoka, Minnesota 55303 Phone : 763-576-7780 Email : jobs@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	Augsburg College 2211 Riverside Ave. S. Minneapolis, Minnesota 55454 Phone : 612-330-1148 Email : careers@augzburg.edu Career Services	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	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
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 : (612) 325-7791 Url : www.mnworkforcecenter.org Email : tzipoy@cmjts.org Fax : 1-877-595-7228 Tim Zipoy	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	Council on Black Minnesotans 2233 University Ave. #426 St. Paul, Minnesota 55114 Email : cobm@state.mn.us Career Services	N	0
15	Dakota County Technical College 1300 145th St. E Rosemount, Minnesota 55068 Email : cel@dctc.edu Career Services	N	0
16	eQuality - Pathways to Potential 5535 Lake Sarah Heights Drive Loretto, Minnesota 55357 Phone : 612-703-3337 Url : Coming Soon Email : mona@equalityonline.org Mona Patterson	N	0
17	Exigent Circumstances	N	1
18	Hamline University 1536 Hewitt Ave. MS-B1802 St. Paul, Minnesota 55104 Email : tmiddendorf@hamline.edu Career Services	N	0
19	Hennepin Technical College 9200 Flying Cloud Drive Eden Prairie, Minnesota 55347 Email : jobs@hennepintech.edu Career Services	N	0
20	HIRED 1200 Plymouth Ave N Minneapolis, Minnesota 55411 Phone : 612.529.3342 Email : information@HIRED.org Fax : 1-612-529-7131 Amanda Buol	N	0
21	Hmong Television Email Only Mpls, Minnesota Phone : (651)442-7698 Email : MITCHLEE@HBCTV.NET Mitch Lee	N	0

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22	Indeed.com	N	7
23	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
24	Jewish Vocational Services/Jewish Family and Children's Service of Minneapolis 13100 Wayzata Blvd. St. 300 Hopkins, Minnesota 55305 Phone : 952-546-0616 Email : CareerServices@jfcsmpls.org Diane MacLennan	N	0
25	KARE 11 Internal Candidates , Minnesota Career Service Manual Posting	N	0
26	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 Email : Info@LWPC.org Fax : 1-507-345-1469 Susan McNamara	N	0
27	Linked In	N	10
28	Minneapolis Urban League 2100 Plymouth Ave Minneapolis, Minnesota Phone : 612-302-3157 Email : info@ulcmn.org Roosevelt Pargo	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
29	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
30	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
31	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
32	MN Indian Resource Center 2300 15th Ave. S. Minneapolis, Minnesota 55404 Phone : (612) 728-2000 Email : hr@miwrc.org Fax : 1-612-728-2039 Career Services	N	0
33	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Phone : 000-000-0000 Email : president@mplsnaacp.org Cynthia Wilson	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
34	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
35	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Email : info@nhmc.org Career Services	N	0
36	Normandale Community College 9700 France Ave. South Bloomington, Minnesota 55431 Email : nccjoblist@normandale.edu Career Services	N	0
37	Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax : 1-218-683-7338 Peter Lavalier	N	0
38	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : 317-927-8000 Email : jroyer@hq.spj.org Jennifer Royer	N	0
39	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

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40	St. Cloud Technical College 1500 Cooper Ave. S. St. Cloud, Minnesota 56303 Email : jbauer@sctcc.edu Career Services	N	0
41	St. Olaf 1520 St. Olaf Ave. Northfield, Minnesota 55057 Email : cahoon@stolaf.edu Career Services	N	0
42	State Services for the Blind 2200 University Ave. W. #240 St. Paul, Minnesota 55114 Phone : 651-539-2351 Url : http://www.mnssb.org Email : David.G.Smith@state.mn.us Fax : 1-651-649-5927 David Smith	N	0
43	Summit Academy OIC 935 Olson Memorial Highway Minneapolis, Minnesota 55405 Email : info@saoic.org Career Services	N	0
44	TEGNA.com 7590 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	50
45	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	0
46	University of Minnesota 200 Donhowe Buliding 319 15th Ave. SE Minneapolis, Minnesota 55455 Email : mlkdesk@umn.edu Career Services	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
47	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
48	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
49	University of St. Thomas 2115 Summit Ave St. Paul, Minnesota 55105 Email : webmaster@stthomas.edu Career Services	N	0
50	Wayne State University - Journalism Institute for Media Diversity 42 W. Warren Ave. Detroit, Michigan 48202 Email : anails@wayne.edu Career Services	N	0
51	Women Venture 2324 University Ave. W. St. Paul, Minnesota 55114 Phone : 612.224.9562 Email : info@womenventure.org Rebecca Joy Raboy	N	0
52	Women's Advocates, Inc. 588 Grand Ave St. Paul, Minnesota 55102 Phone : 651.726.5209 Email : hr@wadvocates.org JoAnn Hawkins	N	0
53	WoMN ACT (Formerly Minnesota Women's Consortium) 165 Western Ave. N, Suite 8 St. Paul, Minnesota 55102 Phone : - Email : welcome@womnact.org Career Services	N	0

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54	www.kare11.com , Minnesota Url : www.kare11.com Career Service Manual Posting	N	0
55	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
56	YWCA 1130 Nicollet Mall Minneapolis, Minnesota 55403 Phone : 612-332-0501 Email : YWCA@ywcamppls.org Fax : 1-612-332-0500 Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			69

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/21/2022	Establishment of training programs for station personnel	This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	2	Producer in Residence Producer in Residence
2	11/24/2022	Participation in events sponsored by organizations representing the community	Anchor/Multiskilled Journalist emceed the Twin Cities in Motion race event, congratulated runners passing the finish line, and spoke to participants and runners about her job and career in news.	1	Anchor/Multiskilled Journalist

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3	11/30/2022	Participation in events or programs sponsored by educational institutions	KARE Sales in Residence was interviewed by students at Eden Prairie High School for their business innovations class to support their learning. She answered questions about how she solves problems within the organization and explained her role.	1	Sales in Residence
4	12/16/2022	Establishment of training programs for station personnel	Quarterly Training "Spot the Phish" to strengthen cyber security at the station and create awareness of potential threats.	150	All Station Staff
5	12/28/2022	Participation in events sponsored by organizations representing the community	Anchor/Multiskilled Journalist volunteered with a dog foster program event to introduce people to the puppies. She spoke with people about her career and how she came to be at KARE.	1	Anchor/Multiskilled Journalist
6	Ongoing Event	Participation in events or programs sponsored by educational institutions	Meteorologist taught a broadcast meteorology class at St. Cloud State University from January - May 2023. He discussed his career path, other potential careers within meteorology, and what it's like to work at a news station.	1	Meteorologist
7	1/19/2023	Participation in events sponsored by organizations representing the community	Local Sales Manager participated in the Media Sales Academy, a six-month hybrid fellowship program that provides participants with the tools and resources necessary to kick-start a career in media sales. National Association of Broadcasters Leadership Foundation partnered with the Television Bureau of Advertising and the Radio Advertising Bureau to provide students with the platform, opportunity, and connections needed to stay ahead of the competition. During the program, participants received training from top media executives, competed in a sales pitch competition, and interviewed for jobs and internship opportunities during the closing session career fair.	1	Local Sales Manager
8	2/16/2023	Participation in events or programs sponsored by educational institutions	GM provided industry perspective and answered questions from aspiring journalists at University of Minnesota.	1	General Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	2/22/2023	Establishment of training programs for station personnel	Director of Digital Content and the rest of the Digital team attended a virtual company-led training for digital departments on effective methods of sharing content on social media platforms.	7	Digital Content Director various
10	2/22/2023	Participation in events or programs sponsored by educational institutions	GM provided industry perspective and answered questions from aspiring journalists at University of Minnesota.	1	General Manager
11	2/27/2023	Participation in events sponsored by organizations representing the community	Account Executive and Sales in Residence met other successful women in the community and spoke about their career paths in the field of sales in media. Attended a speed mentorship called Bizwomen Mentoring Monday.	2	Sales in Residence Account Executive
12	3/6/2023	Participation in events or programs sponsored by educational institutions	Anchor/Multiskilled Journalist visited Johnsville Elementary School. She donated \$1200 in books, spoke to students about her career path and her work in the field of journalism and also read to the students.	1	Anchor/Multiskilled Journalist
13	3/7/2023	Participation in events or programs sponsored by educational institutions	KARE employees met with a journalism class from North High School and spoke on a panel about their careers and their paths into a career in the field. The students then toured the newsroom and studio and joined for noon cut-ins.	17	Community Partnerships Coordinator Executive Assistant 15 Staff Members
14	3/9/2023	Establishment of training programs for station personnel	Director of Digital Content attended a virtual TEGNA and Tagboard-led training for digital teams and producers on using Tagboard to curate and share social media posts in newscasts.	10	Digital Content Director various various
15	3/14/2023	Provision of training to management	News Director attended leadership training in Denver, CO 3/14-3/17. The training featured department heads from across the company and focused on leading for engagement, performance, collaboration, and change.	1	News Director
16	3/15/2023	Establishment of training programs for station personnel	March 2023 was the first quarter Secure TEGNA cybersecurity training for all station employees. Employees across the company were required to complete this 15-minute online class designed to help ensure the security of our data and networks.	150	All Station Staff

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17	3/16/2023	Participation in events or programs sponsored by educational institutions	GM provided industry perspective and answered questions from aspiring journalists at University of Minnesota.	1	General Manager
18	Ongoing Event	Participation in events or programs sponsored by educational institutions	Journalist is a mentor for a Hopkins High School student who wants to get into journalism or marketing. Student needed 10 hours of mentorship for the semester with a journalist. Journalist completed 4 hours of mentorship on March 19.	1	Anchor/Multiskilled Journalist
19	3/21/2023	Participation in events or programs sponsored by educational institutions	Journalist spoke to a class of around 20 students about her job as a KARE 11 reporter. She showed examples of stories she produced at KARE and took questions, facilitating a class discussion.	1	Journalist
20	3/31/2023	Participation in events or programs sponsored by educational institutions	Midwest Journalism Conference was held at the University of Minnesota. Station employees met potential job candidates and shared information about career opportunities at TEGNA and KARE 11.	6	Digital Content Director Photographer Anchor and Multiskilled Journalist Feature Storyteller/Reporter & TEGNA National Storyteller Coach
21	4/11/2023	Participation in events or programs sponsored by educational institutions	Meteorologists provided insight to St. Cloud State University broadcast meteorology students as to how a big-market news station is run. Also, students recorded a weathercast they can use on their demo reels.	4	Meteorologist Meteorologist
22	4/11/2023	Establishment of training programs for station personnel	Director of Digital Content, as well as the rest of the Digital team, attended a TEGNA-led training for digital teams on using the Flourish product for enhancing digital content with charts and visualizations.	7	Digital Content Director Various
23	4/13/2023	Establishment of training programs for station personnel	Director of Digital Content and News Producers attended a training by TEGNA VP of News. The speaker led this in-house training session on writing techniques and showcasing opportunities for KARE's newscasts.	35	Director of Digital Content News Producers/Various

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24	4/25/2023	Participation in events or programs sponsored by educational institutions	Investigative journalist/producer visited a high school journalism class in order to educate young journalism students about KARE 11's investigative unit and careers in TV news in general.	1	Investigative Journalist/Producer
25	4/26/2023	Establishment of training programs for station personnel	Director of Digital Content attended TEGNA-led training for utilizing the "Near Me" user-generated content feature from KARE's news apps to feature the content on broadcast.	1	Digital Content Director
26	4/28/2023	Participation in events sponsored by organizations representing the community	Multiskilled journalist emceed an event to raise money for Big Brothers Big Sisters' vision that every Twin Cities child who needs a mentor has a mentor. She spoke to attendees about her job at KARE and how she became a journalist.	1	Multiskilled Journalist
27	5/9/2023	Participation in other activities designed by the station employment unit	Director of Digital Content spoke with broadcasting students from Proctor High School on careers in news journalism and gave them a tour of the station.	1	Digital Content Director
28	5/19/2023	Participation in other activities designed by the station employment unit	Station employees conducted a station tour for a group from Franklin Academy's journalism class. The employees helped to further the students understanding of the field of journalism as it pertains to news.	2	Employee Engagement Manager/Executive Assistant Director
29	5/20/2023	Participation in events sponsored by organizations representing the community	Multiskilled Journalist emceed Women Run the Cities, Twin Cities in Motion race. She spoke with runners and attendees about her job at KARE and her career.	1	Anchor/Multiskilled Journalist
30	Ongoing Event	Establishment of an intern program designed to assist members of the community	TEGNA's internship program connects stations with students pursuing careers in the field. The KARE sales internship was from June 5- August 15th, 2023. The intern learned how the sales department operates, the different roles in the department, how it works within the field of News, and she assisted many roles.	1	Intern

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31	6/10/2023	Participation in events sponsored by organizations representing the community	Lead Visual Storyteller spoke at Upper Midwest Emmy Workshop and gave his perspective of a photojournalist and his work in news. He shared some of his stories and work flow with the Wisconsin journalists detailing that whether doing solo projects or working with reporters, he covered both sides of the story-telling process.	1	Lead Visual Storyteller
32	6/14/2023	Establishment of training programs for station personnel	Director of Digital Content attended training with TEGNA's internal counsel who led this refresher session on the rules behind sponsorships in content.	2	Digital Content Director New Director
33	6/25/2023	Participation in events sponsored by organizations representing the community	Various station employees marched in the Minneapolis Pride March. They made a float, handed out candy, celebrated and raised awareness for LGBTQ members in the community. They spoke with attendees about KARE and their different jobs at the station.	15	Station Staff
34	6/25/2023	Participation in events sponsored by organizations representing the community	Multiskilled Journalist emceed event for the National Scleroderma Foundation Minnesota Chapter. The event was a charity walk to raise money for the disease. She spoke to participants about her job and what it was like working in news.	1	Anchor/Multiskilled Journalist
35	6/28/2023	Provision of training to management	Director of HR attended a workshop called Neurodiversity in the Workplace facilitated by Dr. Mary McConner. This training offered insight into the types of neurodiversity, strengths and challenges, and ways to establish neuro-inclusive work environments.	1	Director of HR
36	7/24/2023	Participation in events or programs sponsored by educational institutions	A KARE 11 multiskilled journalist and photojournalist participated in an annual educational camp for aspiring high school journalists at the University of St. Thomas. They spoke with students on their careers in journalism.	2	Multiskilled Journalist Photojournalist

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37	7/26/2023	Establishment of training programs for station personnel	Director of Digital Content, and the rest of the Digital team, attended a TEGNA-led training on the latest information about social media platforms and recommendations for how newsrooms should use and share content on social media.	7	Digital Content Director various
38	7/27/2023	Participation in events sponsored by organizations representing the community	Multiskilled journalist emceed an event in which the Filipinx community celebrated the Walker Art Center exhibition of Filipina artist Pacita Abad. Night included performances, interactive activity stations and food from local Filipinx vendors. The multiskilled journalist spoke to attendees about working at a news station and her job in journalism.	1	Multiskilled Journalist
39	8/1/2023	Participation in events sponsored by organizations representing the community	Minneapolis Chamber runs an "Educator Externship" where they coordinate learning and leadership activities for high school and higher education educators. Staff from all departments spoke with the educators on their career fields and what the career outlook and possibilities are with certain backgrounds/education. The educators then inform their students of such opportunities.	8	Employee Engagement Manager/Executive Assistant
40	8/4/2023	Participation in events sponsored by organizations representing the community	High school students who work part-time for the Sanneh foundation, visited the station to explore future career paths. Station employees provided an in-depth tour of the station, lunch, and spoke to students in a panel discussion about their individual careers and the education that they pursued in order to work at KARE. The Sanneh Foundation summer staff dream of being engineers, bankers, entrepreneurs and much more. By exploring opportunities in different industries they are able to start building their road to success. Their career choices can change, but the opportunities to explore serves as a guide to choose a profession.	10	VP of Finance Director of Photography Director of Digital Content General Manager WKYC/Interim KARE GM

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41	8/9/2023	Participation in events sponsored by organizations representing the community	Multiskilled Journalist emceed a fundraiser for Meals on Wheels and helped to raise money for the non-profit. She spoke to attendees about working at KARE, her job, and the field of journalism.	1	Anchor/Multiskilled Journalist
42	9/12/2023	Provision of training to management	Assistant News Director attended leadership training in St. Louis, MO 9/12-9/15. The training featured department heads from across the company and focused on leading for engagement, performance, collaboration and change.	1	Assistant News Director
43	9/14/2023	Participation in events or programs sponsored by educational institutions	Account Executive spoke with Eden Prairie business students about her job, how she has solved problems within her organization, and avenues that she has found to lead to success in the industry.	1	Account Executive
44	9/20/2023	Participation in other activities designed by the station employment unit	Director of Digital Content, and the Digital team, attended a TEGNA led in-person training with VP of Digital Content. The training focused on strategies to produce and share enticing content on digital platforms.	7	Digital Content Director Digital Team
45	9/21/2023	Participation in events sponsored by organizations representing the community	News Director, Director of Digital Content and Lead Storyteller attended the RTNDA conference in Minneapolis. Director of Digital Content also spoke with attendees at the TEGNA recruiting booth at the event. He spoke to people about careers in the field of news and journalism as well as specific job openings within TEGNA.	3	News Director Director of Digital Content Lead Storyteller
46	9/24/2023	Participation in events sponsored by organizations representing the community	Director of Photography and the Lead Storyteller taught at the National Press Photographers Association Workshop for Advanced Storytelling. They presented techniques, new skills in this hands-on conference. Two photojournalists also attended as participants.	4	Director of Photography Lead Storyteller Photojournalist Photojournalist
47	10/17/2023	Participation in events or programs sponsored by educational institutions	Director of Digital Content spoke about media careers to introductory journalism students in a class at the University of Minnesota.	1	Digital Content Director

KARE-TV**EEO PUBLIC FILE REPORT****November 21, 2022 - November 20, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
48	10/17/2023	Establishment of a mentoring program	Meteorologist hosted a student from Jefferson High School for the day to job shadow him because of the student's interest in pursuing a career in the field. He showed the student what a normal day is like and answered questions.	1	Meteorologist
49	10/18/2023	Participation in events sponsored by organizations representing the community	Multiskilled Journalist spoke with students that were interested in journalism at a Minnesota Broadcasters Association event. She shared insight into the field of journalism and answered their questions about her job.	1	Anchor/Multiskilled Journalist
50	10/18/2023	Establishment of training programs for station personnel	All station employees attended a Diversity, Equity and Inclusion training lead by speakers from the National Center for Civil and Human Rights.	150	All Station Employees
51	10/19/2023	Provision of training to management	Station leadership attended a training led by speakers from the National Center for Civil and Human Rights.	25	All Station Leaders
52	10/25/2023	Participation in events or programs sponsored by educational institutions	Two meteorologists gave a presentation to entry-level students in the meteorology department at St. Cloud State University. They discussed their career paths and what it is like working in news.	2	Meteorologist Meteorologist
53	10/29/2023	Participation in events sponsored by organizations representing the community	Meteorologist gave a weather presentation to a cub scout troop from Anoka/Ramsey. He taught the kids about weather, meteorology, discussed his career path, as well as discussed the opportunities he pursued to become a meteorologist.	1	Meteorologist