

**EEO PUBLIC FILE REPORT**

This report covers full-time recruitment data for the period December 1, 2020 to November 30, 2021.

1) **Employment Unit: CBS BROADCASTING INC.**

2) **Unit Members (Stations and Communities of License): WCCO-TV Minneapolis, MN/ KCCW-TV/Walker, MN**

3) **EEO Contact for unit Member:**

<b>Mailing Address: 90 South 11<sup>th</sup> Street Minneapolis, MN 55403</b>	<b>Telephone Number: 612-339-4444</b>
	<b>Contact Person: Kristine Volkman</b>
	<b>Email Address: <a href="mailto:kvolkman@wcco.cbs.com">kvolkman@wcco.cbs.com</a></b>

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

<b>Job Title</b>	<b>Job Recruitment Source Notified of Job Vacancy</b>	<b>Recruitment Source of Hiree</b>
<b>1. Reporter</b>	<b>1-24; 28-34; 36</b>	<b>CBS Career Site (7)</b>
<b>2. EP of Digital Media</b>	<b>1-24; 28-34; 36</b>	<b>Station Posting-Employee Referral (10)</b>
<b>3. Operations Manager</b>	<b>1-24; 28-34; 36</b>	<b>CBS Recruiter (9)</b>
<b>4. Chief Photographer</b>	<b>1-24; 28-34; 36</b>	<b>Station Posting-Employee Referral (10)</b>
<b>5. Reporter</b>	<b>1-24; 28-34; 36</b>	<b>CBS Career Site (7)</b>
<b>6. Producer</b>	<b>1-24; 28-34; 36</b>	<b>Social Site (4)</b>
<b>7. Producer</b>	<b>1-24; 28-34; 36</b>	<b>Station Posting-Employee Referral (10)</b>
<b>8. Reporter</b>	<b>1-23; 28-34; 36</b>	<b>Talent Agency-Napoli Mgmt Group (34)</b>
<b>9. Web Producer</b>	<b>1-23; 28-34; 36</b>	<b>Station Posting-Employee Referral (10)</b>
<b>10. Photographer</b>	<b>1-24; 28-34; 36</b>	<b>CBS Career Site (7)</b>
<b>11. Photographer</b>	<b>1-24; 28-34; 36</b>	<b>CBS Career Site (7)</b>
<b>12. Photographer</b>	<b>1-24; 28-34; 36</b>	<b>Station Posting-Employee Referral (10)</b>
<b>13. Digital Line Producer</b>	<b>1-24; 28-34; 36</b>	<b>CBS Recruiter (9)</b>
<b>14. Web Producer</b>	<b>1-24; 28-34; 36</b>	<b>Station Posting-Employee Referral (10)</b>
<b>15. Account Executive</b>	<b>1-24; 28-34; 36</b>	<b>Station Posting-Employee Referral (10)</b>
<b>16. Writer, Producer, Editor</b>	<b>1-24; 28-34; 36</b>	<b>Station Posting-Employee Referral (10)</b>
<b>17. Writer, Producer, Editor</b>	<b>1-24; 28-34; 36</b>	<b>Social Site (4)</b>
<b>18. Digital Coordinator</b>	<b>1-24; 28-34; 36</b>	<b>Job Board (4)</b>

**MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD:**

<b>Code #</b>	<b>Recruitment Source Name</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b>Interviewees Referred Total #</b>
1	Alliance for Women in Media (AWM)	Catherine Flaherty	<a href="mailto:cflaherty@moneymailer.com">cflaherty@moneymailer.com</a>	EMAIL ONLY	
2	American Indian Industrialization Center	Dawn Paro	<a href="mailto:Dawnp@aioic.org">Dawnp@aioic.org</a>	EMAIL ONLY	
3	Asian American Press	Nghi Hyunh	<a href="http://www.aapress.com">www.aapress.com</a>	EMAIL ONLY	
4	Job Board/Social Networking site (America's Job Exchange, Indeed, Google Base, LinkedIn, Monster, Jobs in Mpls, Glassdoor)	CBS			<b>171</b>
5	Bethel University	Will O'Brien	3900 Bethel Drive St Paul, MN 55112 <a href="mailto:w-obrien@bethel.edu">w-obrien@bethel.edu</a>	EMAIL ONLY	
6	Brown College Television & Digital Photography Career Services	Karla Swanson	1440 Northland Dr. Mendota Heights, MN 55120 EMAIL ONLY <a href="mailto:kswanson@browncollege.edu">kswanson@browncollege.edu</a>	651-905-3465	
7	CBS Career Site	CBS Corporation	Brassring.com <a href="https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5129">https://sjobs.brassring.com/1033/ASP/TG/cim_home.asp?partnerid=25084&amp;siteid=5129</a>	WEBSITE	<b>124</b>
8	College of St. Catherine		2004 Randolph Ave St Paul, MN 55105 <a href="mailto:askcareer@stkate.edu">askcareer@stkate.edu</a>	651-690-6000 EMAIL ONLY	
9	Direct Sourcing – contacted by CBS Recruiter/Staff	VARIES			<b>15</b>
10	Station Postings -Employee Referral	VARIES	90 South 11 <sup>th</sup> Street, Mpls., MN 55403		<b>46</b>
11	Employment Action Center-Resource, Inc.	Heather Grab	<a href="mailto:hgrab@resource-mn.org">hgrab@resource-mn.org</a>	EMAIL ONLY	
12	Hmong Television (NEWS ONLY)	Mitch Lee	<a href="mailto:mitchlee@comcast.net">mitchlee@comcast.net</a>	EMAIL ONLY	
13	Internal Posting	CBS TV Stations	Bulletin Board		
14	Jewish Vocational Services – Job Postings	Janet Flam	<a href="mailto:jflam@jfcsmpls.org">jflam@jfcsmpls.org</a>	EMAIL ONLY	
15	Macalester College	JOB POSTINGS	1600 Grand Ave St Paul, MN 55105 <a href="https://macalester-csm.symplicity.com/employers/">https://macalester-csm.symplicity.com/employers/</a>	651-696-6000	
16	Metropolitan State University	Ruth Bier	700 E. 7 <sup>th</sup> St. St. Paul, MN 55106 <a href="mailto:Career.services@metrostate.edu">Career.services@metrostate.edu</a>	651-793-1200 EMAIL ONLY	
17	Minneapolis Urban League	Shawn Lewis Tabota Seyon	2000 Plymouth Ave. N. Minneapolis, MN 55411 <a href="mailto:slewis@mul.org">slewis@mul.org</a>	612-827-9272 Ext. 136 EMAIL ONLY	

			<a href="mailto:tseyon@mul.org">tseyon@mul.org</a>		
18	Minnesota American Indian Center	Terry Cox	1530 E Franklin Ave Minneapolis, MN 55404 <a href="mailto:tcx@maicnet.org">tcx@maicnet.org</a>	612-879-1700 EMAIL ONLY	
19	Minnesota Broadcasters Association *** (see mailing list below)	Linda Lasere	3033 Excelsior Blvd. Minneapolis, MN 55416 <a href="mailto:Llasere@minnesotabroadcasters.com">Llasere@minnesotabroadcasters.com</a>	612-926-8123	
20	MN Indian Women's Resource Center	S. Kincade	<a href="mailto:skincade@miwrc.org">skincade@miwrc.org</a>	EMAIL ONLY	
21	MN Women's Consortium	JOB POSTINGS	<a href="mailto:info@mnwomen.org">info@mnwomen.org</a>	EMAIL ONLY	
22	MN Works job bank	JOB POSTINGS	300 N. Robert St. St. Paul, MN 55101 <a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a>		
23	Nat'l Assoc. of Broadcast Journalism (NABJ)		<a href="http://www.nabj.org/">http://www.nabj.org/</a>	WEBSITE & Conference	
24	Non-CBS Employee Referral		Referral from person outside CBS; (i.e. Agent, former employee, etc.)		
25	PromaxBDA – career center	JOB POSTINGS	<a href="http://jobtarget.com/r/jobs">http://jobtarget.com/r/jobs</a>	WEBSITE ONLY	
26	Spots-N-Dots	Emily McKay	<a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>	1-888-884-2630 (x701)	
27	Station Website: WCCO.COM	Eric Henderson	90 South 11 <sup>th</sup> St. Minneapolis, MN 55403	612-339-4444	
28	St. Mary's University of Minnesota	R. Solberg	700 Terrace Heights Winona, MN 55987 <a href="mailto:rsolberg@smumn.edu">rsolberg@smumn.edu</a>	507-452-4430 EMAIL ONLY	
29	Three Sixty Journalism		Held at: St Thomas University	Conference	
30	University of Minnesota – Goldpass	JOB POSTINGS	<a href="https://www.myinterfase.com/goldpass/employer/home.aspx">https://www.myinterfase.com/goldpass/employer/home.aspx</a>	WEBSITE ONLY	
31	University of St. Thomas Career Services + Annual Job Fair	JOB POSTINGS/ Job Fair	2115 Summit Ave., # 5020 St. Paul, MN 55105 <a href="https://stthomas-csm.symlicity.com/employers/">https://stthomas-csm.symlicity.com/employers/</a>	651-962-7871 WEBSITE / JOB FAIR	
32	University of St. Thomas Graduate Business Career Services + Annual Job Fair	Linda Sloan	<a href="mailto:lmsloan@stthomas.edu">lmsloan@stthomas.edu</a>	EMAIL / JOB FAIR	
33	University of Wisconsin Madison – School of Journalism		<a href="http://journalism.wisc.edu/career-services/for-employers/">http://journalism.wisc.edu/career-services/for-employers/</a>	WEBSITE ONLY	
34	Talent Agent / Recruiter / Head Hunter	VARIES			1
35	Other (Undisclosed by applicant)				54

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD:****411****\*\*\*Minnesota Broadcasters Association Job Bank Mailing List\*\*\***

College/EEO/Private Schools	Stations
Ability Building Center	KAAL Channel 6
Academy College	KADU FM 90.1
	KAGE AM/FM, KHME, KWNO
Access	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 Ramsey Community College-Cambridge	KBAJ, KQDS
Anoka Ramsey Community College-Coon Rapids	KAWE Channel 9/22
Anoka Technical College	KBGY, WLKX
Argosy University-Twin Cities	KBEW AM/FM
Augsburg College	KBHW, KXBR
Auto Technical, Inc.	KBHL FM 103.9
Bemidji State University	KBHP, KBUN, KKZY, KLLZ
Benilde-St. Margaret's School	KBJR Channel 6
Bethany Lutheran College	KBMW, KGWB
Bethel College	KBMO, KSCR
Brainco-The Minneapolis School of Advertising, Design, and Interactive Studies	KBMX, KKCB, KLDJ, WEBC
Brown Institute	KBOT, KDLM
Building for Women	KBPR, KNBJ, KCRB
Capella University	KBRF, KJK AM/FM, KPRW, KZCR
Cardinal Stritch University	KBRR/KVRR TV 15
Carlton College	KBSB FM 89.7
Carver County Workforce Center	KCHK, KRDS
Cedar Valley Service Inc. Alpha Program	KCAJ FM 102.1
Cedar Valley Services, Inc	KCCD FM, KCCM FM
	KCNN, KNOX AM/FM, KYCK,
	KZLT
Central Lakes College-Brainerd	KCFB, KTIG, WZPJ
Central Lakes College-Staples	KCGN FM 101.5
Central MN Jobs & Training Services	KCUE, KLCH, KWNG
Century College	KCLD FM 104.7
Chippewa Enterprises, Inc.	KCLH, KQYB
Choice Unlimited	KQRS, KXXR, WGVX, WGVY,
	WGVZ
Clay County Supportive Training Service	KDAL AM/FM, KRBR, KTCO, KXTP, WDSM
College of St. Benedict	KDIO, KPHR
St. Catherine University	KDHL, KQCL
College of St. Scholastica	KDJS AM/FM
Concordia College, Moorhead	KDMA, KKRC, KMGM
Concordia University, St. Paul	KDNI, KDNW
Crossroads College	KDOG, KRRW, KTOE, KXAC
Crown College	

Dakota County Technical College  
 Dunwoody College of Technology  
 East Polk County DAC  
 East Range Developmental Achievement Center (DAC)  
 Equality-Pathways to Potential  
 Federation of Somali Community  
 Fond du Lac Opportunities Industrialization Center  
 Fond du Lac Tribal & Community College  
 Globe University  
 Goodwill Industries Vocational Enterprises  
 Goodwill/Easter Seals  
 Grant County D.A.C., Inc.  
 Gustavus Adolphus College  
 Hamline University  
 Hennepin Technical College-Brooklyn Park  
 Hennepin Technical College-Eden Prairie  
 Hibbing Community College  
 Hired  
 Houston County Networks  
 Indian Family Services, Inc.  
 Inroads/Minneapolis-St. Paul, Inc.  
 Institute of Production and Recording  
 Intercultural Mutual Assistance Association  
 Inver Hills Community College  
 Itasca Community College  
 Itasca Developmental Achievement Center, Inc  
 Jeane Thorne inc  
 Job Training Center  
 Jobs Now Coalition  
 Jobs Plus, Inc.  
 Kandi Works DAC, Inc  
 Lake Superior College  
 Lao Assistance Center of MN  
 Lao Family Community of MN  
 Learning Strategies Corporation  
 Life-Work Planning Center  
 Macalester College  
 Mahnomen County DAC  
 Mankato Rehabilitation Center, Inc. (MRCI)  
 Marantha Community College  
 Martin Luther College  
 McNally Smith College of Music  
 MDI Commercial Services  
 Merrick Partners, Inc  
  
 Mesabi Range Community & Technical College--Eveleth  
 Mesabi Range Community & Technical College--Virginia  
 Metro Work Center, Inc.  
 Metropolitan State University  
 Miami Ad School Minneapolis  
 Minneapolis American Indian Center

KDOM AM/FM  
 KDWB, KEEY, KFAN, KFXN, KJZI, KQQL, KTCZ  
 KDWA AM 1460  
 KEYL, KXDL  
 KEEZ FM 99.1  
 KDXL FM 99.7  
 KFGI, KLIZ AM/FM, KVBR  
 KFAI FM 90.3  
 KEYC Channel 12  
 KFMC, KSUM  
 KFIL AM/FM  
 KFSI FM 92.9  
 KGPZ FM 96.1  
 KFML, KLTF, WYRQ  
 KGHS, KSDM  
 KITN, KWOA AM/FM  
 KGAC, KNGA, KNOW  
 KIKV FM 100.7  
 KJLY FM 104.5  
 KJOE FM 106.1  
 KKCQ AM/FM, KKEQ  
 KKAQ, KKDQ  
 KKBJ AM/FM, WBJI  
 KKJM FM 92.9  
 KKIN AM/FM  
 KKOJ, KRAQ  
 KKLN FM 94.1  
 KKSR FM 96.7  
 KKOK FM, KMRS FM  
 KKMS, KYCR, WWTC  
 KKWQ FM 92.5  
 KLCI, WQPM  
 KLBB, KLBP, WMNN  
 KKWS, KNSP, KWAD  
 KLCX, KOLM, KWWK  
 KLFD AM 1410  
 KLFN, KOLV, KQIC, KWLM  
 KLGR AM/FM  
 KLKS 104.3  
 KLQL  
 KLQP FM 92.1  
 KLSE, KZSE  
 KLTA, KPFX, KQWB, KVOX  
 KLZZ, KMXX, KXSS, WJON, WWJO  
 KMFG, WMFG AM/FM, WNMT,  
 WTBX, WUSZ  
 KMFY, KRCH, KWEB  
 KMFY, KOZY  
 KMGK FM 107.1  
 KMOJ FM 89.9  
 KMSP Channel 9

Minneapolis Business College	KMSU, KMSK
Minneapolis College of Art and Design	KMWB Channel 23
Minneapolis Community & Technical College	KNOF FM 95.3
Minnesota Public Radio	KQAD
Minnesota Resource Center	KNSI AM 1450
Minnesota School of Business-Richfield	KNUJ FM 107.3
Minnesota School of Business-Brooklyn Center	KNSR, KSJR
Minnesota State College- Southeast Technical-Red Wing	KNUJ AM 860
Minnesota State College- Southeast Technical-Winona	KNXR, KRPR
Minnesota State University--Mankato	KPXM Channel 41
Minnesota State University, Moorhead	KQAL FM 89.5
Minnesota State Community and Technical College-Detroit Lakes	KQPR FM 96.1
Minnesota State Community and Technical College-Fergus Falls	KQDS Channel 21
Minnesota State Community and Technical College-Moorhead	KQEG FM 102.7
Minnesota State Community and Technical College-Wadena	KRBI AM/FM
Minnesota West Community & Technical College-Canby	KRBT, WEVE
Minnesota West Community & Technical College-Granite Falls	KRCQ FM 102.3
Minnesota West Community & Technical College-Jackson	KRFO AM/FM
Minnesota West Community & Technical College-Pipestone	KRJB FM 106.3
Minnesota West Community & Technical College-Worthington	KRJM FM 101.5
MN Cooperation Officer	KRLX FM 88.1
MN Diversified Industries	KROC AM/FM, KYBA
MN Teamsters Service Bureau	KROX AM 1260
MN Vocational Association	KRSW FM 89.3
MW Persons and Associates Inc	KRWB AM 1410
National Federation of the Blind of MN	KRWC AM 1360
New Directions/Otter Tail-Wadena CAC, Inc	KRVY FM 97.3
Newgate Education and Research Center, Inc	KSAX Channel 42
Normandale Community College-Bloomington	KSMN Channel 20/15
North American Training Institute	KSTP FM
North Central Career Development Center	KSTP Channel 5/50
North Central University	KSRQ FM 90.1
North Hennepin Community College	KTCA/KTCI 16/17
Northland Community & Technical College-Thief river Falls	KTIS AM/FM
Northland Community & Technical College – East Grand Forks	KTTB FM 96.3
Northwest Indian OIC, Inc.	KTTC Channel 10/36
Northwest Technical College	KUMD FM 103.3
Northwest Technical Institute	KUMM FM 89.7
Northwestern College	KUOM AM/FM
Oak Hills Christian College	KFIL
Oakland Area Learning Center	KVSC FM 88.1
Occupational Development Center, Inc.	KWCM Channel 10
Opportunity Partners	KWOM AM
Opportunity Services Inc.	KXLP, KYSM AM/FM
Pine Habilitation and Supported Employment (PHASE)	KXLT Channel 47
Pine Technical College	KXRA AM/FM, KXRZ
Project SOAR of Northeastern MN, Inc.	KYMN AM 1080
Prosource Educational Services, Inc	WCCO AM 830
Quality Career Services, Inc.	WCCO Channel 4
Rainy River Community College	WCMP AM/FM
Ramsey Action Programs, Inc.	WCTS AM 1030

Rasmussen College- Mankato Campus	WDGY, WMIN
Ridgewater College-Willmar	WDIO Channel 10
Rise Habilitation Services	WDSE TV Channel 8
Riverland Community College-Albert Lea	WELY AM/FM
Rochester Community & Technical College	WEZU AM 1120
Rock County Developmental Achievement Center	WFTC Channel 29
Rural MN CEP	WBHR, WHMH, WVAL
S. Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	WIRN, WIRR, WSCD
Service Enterprises, Inc.	WKLK AM/FM, WMOZ
SOAR Career Solutions	WLTE FM 102.9
South Central Technical College-Faribault	WMCN FM 91.7
South Central Technical College-North Mankato	WWJC AM 850
Southwest MN Private Industry Council, Inc. – Marshall	WWWI AM 1270
Southwest MN Private Industry Council, Inc.-Montevideo	KDIZ
Southwest MN State University - Career Services	KSTP AM 1500
St. Cloud State University	KBEK
St. Cloud Technical College-St Cloud	
St. Mary's University of Minnesota	
St. Olaf College	
St. Paul College	
Summit Academy OIC	
Summit Academy Opportunities	
Todd County Developmental Achievement Center	
Transition of the Twin Cities	
TSE, Inc	
Twin City Area Labor Management Council	
United Cambodian Association of MN (UCAM)	
University of Minnesota	
University of St. Thomas	
University of Wisconsin – River Falls	
Upper Midwest American Indian Center	
Vermillion Community College	
Vietnamese Minnesotans Association	
Vision Loss Resources	
WACOSA	
Walden University	
West Nicollet & Brown Counties DAC	
Winona County Development Achievement Center	
Winona ORC Industries, Inc	
Winona State University	
Women in the Trades	
Women in Transition	
Women's Resource Center of Steele County	
Working Opportunities for Women	

**6) Supplemental Recruitment Measures**

**(a) Job Fairs**

<b>Description of Recruitment Measures</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
<b>NABJ/NAHJ Conference</b> – Virtual conference over three days included News Director, Kari Patey, recruiting on behalf of WCCO TV and the CBS Stations Group and the CBS Office of Professional Development. Kari talked with conference attendees who were at various stages of their careers including News Anchors, Reporters and a News Manager. She coached newcomers on how best to jump into the industry. She also critiqued reporter and anchor reels.	Aug. 18-21, 2021	Kari Patey, News Director

**(b) Internships / Apprenticeships / Mentorships**

<b>Description of Recruitment Measures</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
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**(c) Participation in Events**

<b>Description of Event</b>	<b>Date</b>	<b>Personnel Involved (Name and Position)</b>
<b>University of Illinois</b> – Lisa Meadows presented on broadcast meteorology and how it relates to science and weather and what a Meteorologist does.	Dec. 2, 2020	Lisa Meadows, Meteorologist
<b>Como Park Elementary</b> – Jason spoke with students about working in television broadcasting and what it means to report the news.	Jan. 20, 2021	Jason DeRusha, Anchor
<b>University of Minnesota</b> – Newscast Producing class students had a virtual tour of the newsroom, control room and studio and had great questions and conversations about news today.	Feb 5, 2021	Shayla Reaves, Anchor/Reporter
<b>University of Iowa – Virtual Panel</b> – Caroline participated in a panel discussion for Communications & Journalism students on TV, Radio and Newspaper today and in the future.	Mar. 26, 2021	Caroline Cummings, Reporter
<b>Young Women’s Leadership Program</b> – Esme was a panelist at this meeting of young women in 9 <sup>th</sup> to 12 <sup>th</sup> grade including roundtable discussion about their fields and sharing insights, guidance and stories about their professional careers.	July 8, 2021	Esme Murphy, Anchor/Reporter



**(d) Training Management Personnel**

Description of Training	Date	Personnel Involved
<p><b>New Hire Orientation Meetings - EEO Policy Dissemination</b></p>	<p>Ongoing</p>	<p>The EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (which can be found in the HR Policy Manual, accessible to employees through the CBS and You website portal), is discussed with all newly hired employees as part of their New Hire Orientation.</p>
<p><b>ViacomCBS Corporation Web-Based training modules distributed to all supervisors and managers.</b></p>	<p>Ann Ouellette, VP/GM            Josh Deans, Sales Mgr.            Scott Riley, Dir of Sales            Kris Volkman Controller            Tyrone Folliard-Olson, HR Mgr.            Casey Kespohl C.S. Dir.            Liza Goncharova, Art Dir.            Matt Liddy, Ops Mgr.            Gary Kroger, Dir. Broadcast Operations            Sean Skinner, Chief Engineer,            Scott Wooldridge, Promotions Mgr.            All WCCO-TV Employees</p>	<p>In December 2020, a mandatory training module “Code of Conduct, The Business Practices Statement and several of its major topics”, was launched for all ViacomCBS employees. It’s a statement of our rules, ethics and values. This mandatory training included a question Knowledge Check and a Certification including a Conflicts of Interest Questionnaire.</p>
<p><b>ViacomCBS Compliance Training “The Neuroscience of Better Hiring”</b></p>	<p>June 2021,            All Managers</p>	<p>ViacomCBS has partnered with the NeuroLeadership Institute to deliver this 4-part training that focuses in on the biases that appear throughout the hiring process – from resume review through to the final selection of a candidate and practical ways to build your skills in mitigating those biases.</p>
<p><b>WCCO-TV, Team Dynamics DEI Training</b>            Team Dynamics provides racial equity centered leadership development and organizational culture change work in an effort to further intercultural capacity building, focusing on the inequities that impact People of Color, women, and LGBTQ+ people.</p>	<p>Ongoing...            Ann Ouellette, VP/GM            Josh Deans, Sales Mgr.            Scott Riley, Dir of Sales            Kris Volkman Controller            Tyrone Folliard-Olson, HR Mgr.            Casey Kespohl C.S. Dir.            Liza Goncharova, Art Dir.            Matt Liddy, Ops Mgr.</p>	<p>Virtual training programs that include inquiry of the company's current intercultural capacity that determines future necessary work, as well as training plus capacity building through such company-wide sessions as Capacity Concepts, Identity + Bias, Power + Adaption, Constructions of Race + Racism, and Gender +Sexism.</p>

	<p>Gary Kroger, Dir. Broadcast Operations Sean Skinner, Chief Engineer, Scott Wooldridge, Promotions Mgr. John Daenzer, EP of Digital Media All WCCO-TV Employees</p>	
<p><b>ViacomCBS Inclusion Week 2021</b> Opportunities for all employees to engage in informative, interactive session with authors, activists, influencers, scholars, ViacomCBS leaders, and many others who are on the leading edge of diversity, equity and inclusion.</p>	<p>Oct 25-29, 2021</p>	<p>Virtual training programs that include inquiry of the company's current intercultural capacity that determines future necessary work, as well as training plus capacity building through such company-wide sessions as Capacity Concepts, Identity + Bias, Power + Adaption, Constructions of Race + Racism, and Gender +Sexism.</p>