

**TWIN CITIES SEU: KNOW, KSJN, KCMP, KPCC/KUOR
EEO PUBLIC FILE REPORT
December 1, 2006 – November 30, 2007¹**

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
266-06 Senior Programmer Analyst	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,98,30,15,118,63,124	124
281-06 Sacramento Reporter	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,45,70,72,5,15,28	68
282-06 Senior Administrative Director	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,8,25,28,59	59
286-06 General Assignment Reporter	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,70,44	44 (Columbia)
292-06 St. Paul Broadcast Technician	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,71,91	69
293-06 KPCC Radio Production Manager	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,26,66,18	69
295-06 Administrative Assistant, Technology	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,120	120
406-06 Technical Coordinator	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69	68
410-06 Sales Assistant	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69	69
419-06 Director of Individual Major Gifts	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,98,15,87,8,101,59	33
434-06 Web Producer, CMS	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,26,82,4,25	26
435-06 Senior Producer/Host, CMS	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69	68
439-06 Technical Director, Music	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69	33

¹ This report provides recruitment data collected from November 21, 2006 through November 20, 2007.

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
440-06 End User Computing Specialist	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 98	122
441-06 Administrative Assistant, Development	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69	68
442-06 Associate Web Developer	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 30, 15, 118, 66, 128	69
201-07 Associate Music Director	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69	122
203-07 Master Control Specialist	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69	69
208-07 Senior Vice President, Technology	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 125	125
217-07 Programmer Analyst	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 98, 30, 15, 118, 63	68
224-07 Web Designer	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 82, 15, 118, 110, 56, 98, 71	68
228-07 Producer, Patt Morrison	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 71, 70, 45, 5, 25	69
237-07 Administrative Assistant, Development	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 26, 18	33
248-07 Account Executive (2 positions)	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 26	68, 69
253-07 Traffic Associate	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 15, 63, 98, 59	69
254-07 Network Technician, CA	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 30, 123	121
255-07 Senior Gift Officer	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 7, 59, 101, 94, 60, 62	68
264-07 Director, Institutional Giving	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 102	102
267-07 Broadcast Coordinator, SCPR	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69	68
269-07 Sr. Development Officer, Public Grants	2,9,10,17,11,22,13,111,38,41,50,58,56,53, 55,65,72,78,83,92,95,96,114,112,68,69, 7, 8, 59, 101, 94, 59, 62	68

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
270-07 Broadcast Systems Administrator	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69	68
274-07 Reporter, SCPR	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,45, 71, 70, 5, 25	33
275-07 Traffic Associate	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,126, 26, 15, 63	126
276-07 Building Engineer	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,98, 63	98
284-07 Administrative Assistant	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,63, 15, 59	69
286-07 Jr. Account Executive	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69, 26	26
288-07 Account Executive	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69, 26	69
289-07 On-Air Fundraising Manager	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69	68
294-07 Host, Jazz Program	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,126, 25	68
302-07 Editor, Morning News	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,25, 5, 70, 45, 51	68
307-07 End User Computing Specialist	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,15, 30, 98, 63, 26	33
308-07 Sr Development Assistant, Institutional Giving	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,59, 60, 7, 15	59
310-07 Senior Producer, UBS Forum	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69,28, 98, 70, 5, 25, 46	68
311-07 Managing Editor, Online	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69	33
317-07 Senior Producer, Online, SCPR	2,9,10,17,11,22,13,111,38,41,50,58,56,53,55,65,72,78,83,92,95,96,114,112,68,69	68

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Name	RS Contact Info	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS Over Reporting Period
1	Ad Fed	www.adfed.org	no	
2	Alamo Community College District; email: iabrego@accod.edu	http://www.accod.edu/	no	
3	American Symphony Orchestra League	http://www.symphony.org/	no	
4	Artsjournal.com (national, arts-related jobs)	www.artsjournal.com	no	
5	Asian American Journalists Association (AAJA)	www.aja.org	no	
6	Association for Women in Communications	http://jobtarget.womcom.org/home/index.cfm?site_id=583	no	
7	Association of Fundraising Professionals (Minnesota Chapter)	http://www.afminnesota.org/jobs_post.cfm	no	
8	Association of Fundraising Professionals (national site)	http://afpnet.org/	no	
9	Augsburg College; email: tilton@augzburg.com	http://www.augsburg.edu/csw/	no	
10	Bethel College; email: career-services@bethel.edu	www.bethel.edu/career-services/employers/post-job	no	
11	California Chicano News Media Association (CCNMA) email: ccnmainfo@ccnma.org	www.ccnma.org	no	
12	California Journalism Job Bank	http://www.csne.org/jobs/postings.html	no	
13	California Lutheran University	Cynthia Smith; email: csmith@clunet.edu	no	
14	California Unemployment Department (CalJobs)	http://www.edd.ca.gov/	no	
15	Careerbuilder.com	www.careerbuilder.com	no	3
16	Carlson School of Management	http://www.cars.csom.umn.edu	no	
17	Carlton College; email: careercenter@acs.carleton.edu	www.apps.carleton.edu/campus/career/employers	no	
18	Center for Nonprofit Management	www.cnmsocal.org	no	
19	cmj.com (music industry)	www.cmj.com	no	
20	College of St. Ben/St. John University	www.experience.com	no	
21	College of St. Catherine	www.experience.com	no	
22	Columbia Graduate School of Journalism - NYC; email: jh548@columbia.edu ; postjobs@jn.columbia.edu	www.jrn.columbia.edu/	no	
23	Concord Technology, Inc. (contingent search firm); Erik Jacobs - 952-920-8587	erik@concord-technology.com	no	
24	Concordia College	http://www2.nacelink.com/nl_central_employer.php	no	
25	Corporation of Public Broadcasting (CPB)	www.cpb.org/jobline/	no	
26	Craigslist	www.craigslist.org	no	2
27	Creative Hotlist	http://www.creativehotlist.com	no	
28	CURRENT Magazine; Email Menla@current.org (Kelsang Menla - contact)	www.current.org/advertise/adsclass.shtml	no	
29	DEI Worksite	www.deiworksite.com	no	
30	Dice.com	www.dice.com	no	
31	Dunwoody College	https://www.dunwoody.edu/content/default.cfm?pid=83	no	
32	Editor & Publisher	http://www.editorandpublisher.com/eandp/classifieds/index.jsp	no	
33	Word of mouth	n/a	no	20
34	Experience.com - largest college recruiting network	www.experience.com	no	

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35	Florida Division of Cultural Affairs; email: rbashmore@dos.state.fl.us	www.florida-arts.org/jobs/index.htm	no	
36	FMQB - AAA Format music industry jobs	www.fmqb.com	no	
37	GadBall/DataFrenzy	www.gadball.com	no	
38	Grinnell College; email: career@grinnell.edu	www.grinnell.edu	no	
39	Gustavus Adolphus	www.experience.com	no	
40	Hamline University	http://www.hamline.edu/hamline_info/offices_services/student_relations/studentaffairs/cdc/employers/job_entry_form.html	no	
41	Hennepin Technical College; email jobs@hennepintech.com	http://www.hennepintech.edu/	no	
42	Idealist.org	www.idealist.org	no	
43	International Association of Business Communicators	http://www.iabc.com/	no	
44	Job Fair	see Section III: Recruitment Initiatives for a list	no	1
45	Journalismjobs.com	www.journalismjobs.com	no	
46	Journalismnext.com	www.journalismnext.com	no	
47	LA Times (uses Careerbuilder.com database)	www.careerbuilder.com	no	
48	Lat Pro	www.latpro.com	no	
49	Luther College	http://career.luther.edu/careerconnection/index.html	no	
50	Macalester College; email: cdc@macalester.edu	www.macalester.edu	no	
51	mediabistro.com	www.mediabistro.com	no	
52	Medill School of Journalism	www.medill.northwestern.edu/medill/	no	
53	Metropolitan State University; email job postings to: career.services@metrostate.edu	http://www.metrostate.edu/career/employer.html	no	
54	Miami Herald (uses Careerbuilder.com database)	www.careerbuilder.com	no	
55	Michigan State University	Email: hinkleyl@msu.edu	no	
56	Minneapolis College of Art & Design	www.mcadcareerservices.com	no	
57	Minneapolis Community and Technical College; email: placement@minneapolis.edu	http://www.minneapolis.edu/index.cfm	no	
58	Minnesota Broadcasters Association	www.minnesotabroadcasters.com/	no	
59	Minnesota Council of Nonprofits	www.mncn.org	no	2
60	Minnesota Council on Foundations	www.mcf.org/	no	
61	Minnesota Interactive Marketing Association (web jobs)	www.mima.org/jobs	no	
62	Minnesota Planned Giving Council	http://www.mnpgc.org/	no	
63	Minnesotadiversity.com	www.minnesotadiversity.com	no	
64	MinnesotaWorks.net	www.minnesotaworks.net	no	
65	Missouri School of Journalism; email: sengsavanhp@missouri.edu	http://journalism.missouri.edu/forms/job-form.html	no	
66	Monster.com	www.monster.com	no	
67	Monstertrak.com (colleges)	www.monstertrak.com	no	

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RS Number	RS Name	RS Contact Info	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS Over Reporting Period
68	MPR APM SCPR Company Intranet	http://infoserverwiki.publicradio.org/index.php/Main_Page	no	34
69	MPR APM SCPR Public Website	http://americanpublicmedia.publicradio.org/careers/	no	43
70	National Association of Black Journalists (NABJ) - MPR & SCPR separate logins	www.nabj.org	no	
71	National Association of Broadcasters (NAB)	www.nab.org	no	
72	National Association of Hispanic Journalists (NAHJ) email: jobbank@nahj.org	www.nahj.org	no	
73	National Black MBA Association	www.nbmbaa.org	no	
74	National Diversity Newspaper Job Bank	http://www.newsjobs.com	no	
75	Native American Journalists Association (NAJA)	www.naja.com	no	
76	New York Foundation for the Arts (nyfa)	www.nyfa.org	no	
77	New York Times (uses Monster.com database)	www.monster.com	no	
78	New York University - Journalism; email: pamelanoel@nyu.edu	http://journalism.nyu.edu/careerservices/jobs/	no	
79	Newslink	http://newslink.org	no	
80	NonProfit Times Jobs (NPT Jobs)	www.careercenter.nptimes.com	no	
81	nonprofitoyster.com	www.nonprofitoyster.com	no	
82	PaidContent.org	www.paidcontent.org	no	
83	Pew Center for Civic Journalism; email: rwyhof@pccj.org	http://www.pewcenter.org/	no	
84	Poynter Institute (Journalism)	www.poynter.org	no	
85	Public Relations Society of America (PRSA)	http://www.prsa.org/	no	
86	Radio-Television News Directors Association (RTNDA)	www.rtnnda.org/jobs/	no	
87	Saint Paul Pioneer Press (uses Careerbuilder.com database)	www.careerbuilder.com	no	1
88	Society for Environmental Journalists email: sej@sej.org	www.sej.org	no	
89	Society of American Business Editors and Writers (SABEW)	http://www.sabew.org/	no	
90	Society of Broadcast Engineers (Miami) email: sbe53@broadcast.net	http://www.broadcast.net/~sbe53/jobs.html	no	
91	Society of Broadcast Engineers (national)	http://www.sbe.org/career_jobsonline.php	no	
92	South Asian Journalists Association (email: saja@columbia.edu)	www.saja.org	no	
93	South Florida Sun Sentinel (uses Careerbuilder.com database)	www.careerbuilder.com	no	
94	Springboard for the Arts; Caly McMorrow, Office Manager, 651- 292- 4381	www.springboardforthearts.org	no	
95	St. Cloud State University; email: jobpost@stcloudstate.edu	http://www.stcloudstate.edu/careerservices/	no	
96	St. Olaf College; email: glampe@stolaf.edu	http://www.stolaf.edu/services/pep/	no	
97	St. Paul Technical College	https://www.myinterfase.com/saintpaul/employer/	no	
98	Startribune.com/Jobs	www.startribune.com	no	3
100	The Chandler Group (retained search firm); Cindy Chandler - 952.471.3000	http://www.chandgroup.com/	no	

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RS Number	RS Name	RS Contact Info	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS Over Reporting Period
101	The Chronicle of Philanthropy Careers	http://careers.philanthropy.com	no	
102	The Wood Group (retained search firm); Judy Wood - 952-546-6997	www.thewoodgroupinc.com	no	3
103	triplearadio.com	www.triplearadio.com	no	
104	True Source Recruiting (contingent search firm); Brad Arthur - clients@truesourcerecruiting.com	http://www.truesourcerecruiting.com/	no	
105	Twin Cities Human Resource Association (TCHRA)	www.tchra.org/jobs/job_default.asp	no	
106	Twin Cities Media Network (TCMN) - all media jobs	www.tcmn-awrt.org/jobmart.html	no	
107	UC Berkeley Graduate School of Journalism	http://journalism.berkeley.edu/	no	
108	UCLA	http://ucla-csm.symplicity.com/employers	no	
109	University of Minnesota Duluth	http://careers.d.umn.edu/joblink/	no	
110	University of Minnesota School of Journalism	https://goldpass.umn.edu/goldpass	no	
111	University of Nebraska - Lincoln	Email: Fblythe@Unl.Edu (E-mail)	no	
112	University of Southern California - Annenberg School of Communication; email: tburgess@usc.edu	http://ascweb.usc.edu/home.php	no	
113	University of St. Thomas	http://www.stthomas.edu/cob/graduate/careers/	no	
114	University of Wisconsin - LaCrosse; email: career@mail.uwlax.edu	http://www.uwlax.edu/	no	
115	Variety	http://www.variety.com/index.asp?layout=variety_careers	no	
116	Voices & Venues (S. Florida Arts News)	www.voicesandvenues.com/AboutUs.aspx	no	
117	www.allaccess.com (music/radio industry)	www.allaccess.com	no	
118	Yahoo Hot Jobs	www.hotjobs.yahoo.com	no	
119	Yale Divinity School	http://www.yale.edu/divinity/career/form_career_ads.shtml	no	
120	Office Team (temporary placement); Laura Georges phone: 651-293-8033	www.officeteam.com	no	1
121	Technical Recruiter Chuck Cook, Remington (CA); phone: (310) 445-3300	n/a	no	1
122	Internship Program	n/a	no	2
123	DiversityInc.com	www.diversityinc.com	no	
124	Recruiters of Minnesota (technology recruiters); phone: 952-473-9489	www.recruitersofmn.com	no	2
125	O'Leary and Grant (executive search); phone: 612-349-3778	222 S 9th St Ste 2919, Minneapolis MN 55402	no	5
126	St. Cloud Times (uses careerbuilder.com database)	www.careerbuilder.com	no	3
127	City Pages	www.citypages.com	no	
128	Softwarejobs.com	www.softwarejobs.com	no	
TOTAL INTERVIEWEES OVER REPORTING PERIOD				126

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection #)	Brief Description Of Activity
1	Participated in Job Fair <i>and</i> (1) Co-sponsored Job Fair (provided media sponsorship) (3)	On February 21, 2007, the stations participated in a career fair held in conjunction with the 19th Annual Multicultural Forum , sponsored by the University of St. Thomas in St. Paul, MN and the National Black MBA Association. Participants from the stations included Human Resources staff and a Marketing Manager.
2	Participated in Job Fair (1)	On April 18, 2007, the stations participated in a job fair held in conjunction with the National Association of Broadcasters (NAB) annual convention in Las Vegas, NV. Participants from the stations included the Senior Vice President of Human Resources, the Director of Engineering, and the Engineering Supervisor.
3	Participated in Job Fair (1)	On April 14, 2007, the stations participated in a job fair held at Columbia University's Graduate School of Journalism in New York, NY. Participants from the stations included the Recruitment Manager and the News Director.
4	Participated in Job Fair (1)	On August 1-4, the stations participated in a job fair held in conjunction with the Asian American Journalists Association's (AAJA) annual convention in Miami, FL. Participants from the stations included the Recruitment Manager and the Miami Bureau Chief.
5	Participated in Job Fair (1)	On August 8, 2007, the stations participated in a job fair held in conjunction with the National Association of Black Journalists' (NABJ) annual convention in Las Vegas, NV. Participants from the stations included the Human Resources Generalist and a minority KNOW Reporter.
6	Participated in Job Fair (1)	On October 11 and 12, 2007, the stations participated in a job fair held in conjunction with the California

		<p>Chicano News Media Association's (CCNMA) annual Job Opportunities Conference in Los Angeles, CA. Participants from the stations included the HR Generalist, the HR Assistant, a Special Correspondent, an All Things Considered Host, the Off-Ramp Producer/Reporter, a News Reporter, and the KPCC News Director.</p>
7	Internship Program (5)	<p>Internships are offered year-round for students and recent grads (within 1 year) to develop skills for broadcast employment. All internships are paid. Participating departments include: Performance Today, American Radio Works, New Media, KPCC News, MPR News, Technology, Marketplace, Weekend America, Speaking of Faith, In The Loop, and the MPR music library. For the reporting period 62 interns were employed.</p>
8	Training Programs for station personnel (8)	<p>Ongoing educational and skill-building training is offered to all station personnel on a regular basis. For the reporting period, training courses included: Beginning and Intermediate ProTools, Public Speaking, Persuasive Presentations, Getting to Yes, Building Resiliency, Wiki Training, Gallup Strengthsfinder, MBTI, No Bad Meetings, Critical Conversations, Beginning Excel, Outlook Training, Generations At Work, Getting Things Done (Time Management), and the Self Defeating Habits of Otherwise Brilliant People.</p>
9	Mentoring/Training Program for Emerging Leaders (9)	<p>An Emerging Leaders program was established in 2007 designed to develop the next generation of station leadership, improve our recruiting strategy and retain our high potential employees. 21 participants were paired with a mentor for 1 year, then were asked to be a mentor to a new employee for 1 year. Participants completed assessments (360 degree feedback, MBTI, Gallup Strengthsfinder) and completed an 8 month Right Management leadership program, as well as interacted with the Board of Directors and the senior leadership of the station. Participants included the following: WKCP Producer, Account Executive, On Air Fundraising Manager, Web Developer, IT Research Analyst, ARW Associate Producer, Speaking of Faith Online Editor, Manager of Broadcast Production and Distribution, Senior Programmer Analyst, Marketing Manager, Capitol Bureau Chief, UBS Forum Senior Producer, KSJN Senior Producer-Host, Weekend America Producer, National Publicity Manager, Manager Planning and Analysis, Web Developer, KCMP Music Director, Marketplace Money Producer, Public Insight Analyst, and KPCC Senior Producer.</p>

10	List each upper-level opening in a job bank with substantial women/minority participation (12)	All professional and senior-level journalism positions are listed on the following job boards: California Chicano News Media Association (CCNMA), National Association of Black Journalists (NABJ), Asian American Journalists Association (AAJA), South Asian Journalist's Association, and the National Association of Hispanic Journalists (NAHJ).
11	Training programs for station management re: EEO (14)	Management-level training for the reporting period included: Legal Training for Leaders. All station supervisors and managers were required to attend.
12	Program designed by SEU to disseminate information as to employment opportunities in broadcasting (16)	Station personnel have developed a mentoring program with the University of Minnesota's student radio station (Radio K, 770 AM). This is an ongoing program which runs during the spring and fall semesters. Station participants in 2007 included 9 for the spring semester and 5 for the fall semester. Those participants were: Production Manager, KCMP; KCMP On-Air Hosts (4); Newscaster; KCMP Program Manager; KNOW Reporters (2); Attorney; KCMP Music Director; Communications Manager; KCMP Assistant Music Director; and KNOW Arts and Culture Editor.