

**November 23, 2004 - November 22, 2005 Public File EEO Report for Minnesota Public Radio - Duluth SEU
Recruitment Interviewing and Hiring Source Information**

JOB TITLE:	District Manager	
JOB #:	203-06	
DATE POSTED:		1/11/2006
DATE CLOSED:		3/13/2006
TOTAL # PEOPLE APPLIED:		8
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Duluth Tribune Advertisement	
REFERRAL SOURCE:	Employee Referral	
REFERRAL SOURCE:	Internal Applicant	

JOB TITLE:	Account Executive	
JOB #:	251-06	
DATE POSTED:		6/19/2006
DATE CLOSED:		7/31/2006
TOTAL # PEOPLE APPLIED:		9
TOTAL # INTERVIEWED:		4
REFERRAL SOURCE HIRED APPLICANT:	Employee Referral	
REFERRAL SOURCE:	Duluth Tribune Advertisement	
REFERRAL SOURCE:	Minnesota Public Radio Website	

RECRUITMENT SOURCE INFORMATION

IA. NAME AND ADDRESS OF SOURCES ROUTINELY PROVIDED VACANCY NOTIFICATION

- | | | |
|---|--------------------|---|
| 1 | Recruitment Source | Asian American Journalists Association (AAJA)
Rene Astudillo, Executive Director |
| | Mailing Address | 1182 Market Street
Suite 320
San Francisco, CA 94102 |
| | Phone and Fax | (415) 346-2051 / Fax: (415) 346-6343 |
| | Contact: | E-mail: post@aja.org
web site: http://www.aja.org |
| 2 | Recruitment Source | Corporation for Public Broadcasting |
| | Contact: | Yoko Arthur, Systems Human Resources Development |
| | Mailing Address | 901 E St., NW
Washington, DC 20004 |
| | Phone and Fax | (202) 879-9789 / Fax: (202) 783-1019 |
| | | E-mail: arthur@cpb.org |
| 3 | Recruitment Source | National Association of Broadcasters (NAB) |
| | Contact: | Dwight Ellis, Vice President of Human Resource Development |
| | Mailing Address | 1771 N St., NW
Washington, DC 20036-2891 |
| | Phone and Fax | (202) 429-5496 / Fax: (202) 777-3526 |
| 4 | Recruitment Source | National Association of Hispanic Journalists (NAHJ) |
| | | Ivan Roman, Executive Director |
| | Mailing Address | 1000 National Press Building
529 - 14th Street NW
Washington, DC 20045-2001 |
| | Phone and Fax | (202) 662-7145 / Fax: (202) 662-7144 |
| | Contact: | E-mail: jobbank@nahj.org |
| 5 | Recruitment Source | National Lesbian and Gay Journalist Association (NLGJA) |
| | Contact: | Pamela Strother, Executive Director |
| | Mailing Address | 1420 K Street, Suite 910
Washington, DC 20005 |
| | Phone and Fax | (202) 588-9888 / Fax: (202) 588-1818 |
| | | E-mail: info@nlgja.org
Contact: Angie Young |
| 6 | Recruitment Source | Native American Journalists Association (NAJA) |
| | Contact: | 3359 36th Ave. South |
| | Mailing Address | Minneapolis, MN 55406
(612) 729-9244 |
| | Phone and Fax | Fax: (612) 729-9373 |
| | | Web site: http://www.naja.com
e-mail job openings to: webmaster@naja.com |
| 7 | Recruitment Source | Native American Public Telecommunications (NAPT) |

RECRUITMENT SOURCE INFORMATION

- | | | |
|----|--------------------|--|
| | Contact: | Frank Blythe, Executive Director |
| | Mailing Address | P.O. Box 83111
Lincoln, NE 68501 |
| | Phone and Fax | (402) 472-3522 / Fax: (402) 472-8675
E-mail: fblythe@unl.edu |
| 8 | Recruitment Source | Radio-Television News Directors Association (RTNDA) |
| | Contact: | Kay Cavender, Director of Membership |
| | Mailing Address | 1000 Connecticut Ave., NW, Suite 615
Washington, DC 20036 |
| | Phone and Fax | (202) 467-5257 / Fax: (202) 223-4007
E-mail: kayc@rtnda.org |
| 9 | Recruitment Source | Society of Professional Journalists (SPJ) |
| | Contact: | Gregory Christopher, Executive Director |
| | Mailing Address | P.O. Box 77
Green Castle, IN 46135-0077 |
| | Phone and Fax | (317) 653-3333 / Fax: (317) 653-4631
E-mail: spj@internetmci.com
Contact: Lisa Mock |
| 10 | Recruitment Source | South Asian Journalists Association (SAJA) |
| | Contact: | Sreenath Sreenivasan |
| | Mailing Address | Asst. Professor, Columbia Journalism School; Co-founder of
SAJA |
| | Phone and Fax | c/o Professor Sreenivasan
Columbia Graduate School of Journalism
2950 Broadway
New York, NY 10027
(212) 854-5979 / Fax: (212) 854-7837
E-mail: ss221@columbia.edu |
| 11 | Recruitment Source | Adele Cloutier |
| | Contact: | Career and Employment Services |
| | Mailing Address | Metropolitan State University
700 E. Seventh St. |
| | Phone and Fax | St. Paul, MN 55106-5000
Fax: 651-772-3716
Phone: 651-772-7646
E-Mail: Adele.Cloutier@metrostate.edu |
| 12 | Recruitment Source | Name: Gary L. Donovan |
| | Contact: | University of Minnesota-Morris |
| | Mailing Address | 600 East 4th Street, Morris, MN 56267
Fax: 320-589-6126 |
| | Phone and Fax | Phone: 320-589-6065
E-Mail: donovang@caa.mrs.umn.edu |
| 13 | Recruitment Source | Jarrett Perlow |
| | Contact: | Employer Relations |
| | Mailing Address | American University Career Center |

RECRUITMENT SOURCE INFORMATION

	4400 Massachusetts Ave, NW, Washington, DC 20016-8011 Phone and Fax Fax: 202-885-1861 Phone: 202-885-1804 E-Mail: postjobs@american.edu														
14	<table border="0"> <tr> <td style="width: 20%;">Recruitment Source</td> <td>Vicki Leaderbrand</td> </tr> <tr> <td>Contact:</td> <td>Northwest Technical College</td> </tr> <tr> <td>Mailing Address</td> <td>PO Box 566, Wadena, MN 56482</td> </tr> <tr> <td></td> <td>Fax: 218-631-9207</td> </tr> <tr> <td>Phone and Fax</td> <td>Phone: 1-218-631-3530</td> </tr> <tr> <td></td> <td>E-Mail: vicki.leaderbrand@mail.ntc.mnscu.edu</td> </tr> </table>	Recruitment Source	Vicki Leaderbrand	Contact:	Northwest Technical College	Mailing Address	PO Box 566, Wadena, MN 56482		Fax: 218-631-9207	Phone and Fax	Phone: 1-218-631-3530		E-Mail: vicki.leaderbrand@mail.ntc.mnscu.edu		
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Recruitment Source	Missouri School of Journalism														
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	76 Gannett Hall														
	Missouri School of Journalism														
	Columbia, MO 65211-1200														
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E-mail:	sengsavanh@missouri.edu														
19	<table border="0"> <tr> <td style="width: 20%;">Recruitment Source</td> <td>Medill School of Journalism</td> </tr> <tr> <td>Contact:</td> <td>1845 Sheridan Road</td> </tr> <tr> <td></td> <td>Evanston, IL 60208-2101</td> </tr> <tr> <td></td> <td>http://www.medill.northwestern.edu/medill/careersvcs/</td> </tr> <tr> <td></td> <td>(847) 467-1882</td> </tr> </table>	Recruitment Source	Medill School of Journalism	Contact:	1845 Sheridan Road		Evanston, IL 60208-2101		http://www.medill.northwestern.edu/medill/careersvcs/		(847) 467-1882				
Recruitment Source	Medill School of Journalism														
Contact:	1845 Sheridan Road														
	Evanston, IL 60208-2101														
	http://www.medill.northwestern.edu/medill/careersvcs/														
	(847) 467-1882														
20	<table border="0"> <tr> <td style="width: 20%;">Recruitment Source</td> <td>Macalester College</td> </tr> <tr> <td>Contact:</td> <td>Linda Schindler</td> </tr> <tr> <td>Mailing Address</td> <td>1600 Grand Avenue, St. Paul, MN 55105</td> </tr> <tr> <td></td> <td>Fax: 651-696-6131</td> </tr> <tr> <td>Phone and Fax</td> <td>Phone: 651-696-6384</td> </tr> <tr> <td></td> <td>E-Mail: schindler@macalester.edu</td> </tr> </table>	Recruitment Source	Macalester College	Contact:	Linda Schindler	Mailing Address	1600 Grand Avenue, St. Paul, MN 55105		Fax: 651-696-6131	Phone and Fax	Phone: 651-696-6384		E-Mail: schindler@macalester.edu		
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Contact:	Linda Schindler														
Mailing Address	1600 Grand Avenue, St. Paul, MN 55105														
	Fax: 651-696-6131														
Phone and Fax	Phone: 651-696-6384														
	E-Mail: schindler@macalester.edu														

RECRUITMENT SOURCE INFORMATION

21	Recruitment Source Contact: Mailing Address Phone and Fax	Sheryl M. Snitkin, Employer Services Manager JOB LINK 1200 Plymouth Ave. N., Mpls 55411 Fax: 612-529-3208 Phone: 612-529-4373 x 301 E-Mail: sheryls@joblink.org
22	Recruitment Source Contact: Mailing Address Phone and Fax	Terry Gruber St. Cloud Technical College 1540 Northway Drive, 56303 Fax: 320-529-1592 Phone: 320-654-5070 E-mail: tlg@cloud.tec.mn.us
23	Recruitment Source Contact: Mailing Address Phone and Fax	National Association of Black Journalists Laura Schuebel, Account Manager NABJ's Career Center clients e-mail: lschuebel@boxwoodtech.com Direct phone number: 410-584-9275 8701A Adelphi Road Adelphi, MD 20783-1716 (301) 445-7100 web site: http://www.nabj.org job postings: http://www.nabj.org/jobs.html
24	Recruitment Source Contact: Mailing Address Phone and Fax	Black Journalists Association of Southern California (this is the L.A./Orange County affiliate of NABJ) P.O. Box 75129 Los Angeles, CA 90075 Recorded hotline: (213) 427-8246 e-mail: BJASC@yahoo.com BJASC does not yet have a web site
25	Recruitment Source Contact: Mailing Address Phone and Fax	HireDiversity.com 425 Pine Avenue Santa Barbara, CA 93117 Contact: Nicole Wyatt, Assistant Operations Manager (805) 964-4554 http://www.HireDiversity.com
26	Recruitment Source Contact: Phone and Fax	Journalismjobs.com Dan Rohn (301) 652-4006 web site: http://www.journalismjobs.com e-mail: dan@journalismjobs.com
27	Recruitment Source Contact:	JournalismNext.com Eric Wee web site: http://www.journalismnext.com e-mail: Eric@journalismnext.com
28	Recruitment Source	MINNESOTA BROADCASTER'S ASSOCIATION

RECRUITMENT SOURCE INFORMATION

Contact:	PO Box 16030S
Mailing Address	St Louis Park MN 55416
Phone and Fax	612-926-8123 Fax: 612-926-9761
29 Recruitment Source	California Chicano News Media Association
Contact:	Kevin Olivas Career Development Coordinator
Mailing Address	USC Annenberg School for Communication 3502 Watt Way, ASC Building Los Angeles, CA 90089-0281
Phone and Fax	(213) 740-5263 fax: (213) 740-8524 website: http://www.ccnma.org e-mail: ccnmainfo@ccnma.org
30 Recruitment Source	Minnesota Council on Foundations
Phone and Fax	phone: (612)335-3417 fax: (612)337-5089 webmaster@mcf.org http://www.mcf.org
31 Recruitment Source	Association of Fundraising Professionals
Contact:	http://www.afpnet.org
32 Recruitment Source	Minnesota Council of Nonprofits
Contact:	http://www.mncn.org jobs@mncn.org
33 Recruitment Source	The Chronicle of Philanthropy Careers
Contact:	http://careers.philanthropy.com
34 Recruitment Source	AUGSBURG COLLEGE
Contact:	Ms Cindy Peterson
Mailing Address	7312 - 21st Ave S Minneapolis MN 55454
Phone and Fax	612-330-1138 Fax: 612-330-1606
35 Recruitment Source	CONCORDIA COLLEGE
Contact:	Ms Rosemary Braun
Mailing Address	275 N Syndicate Str St Paul MN 55104-5494
Phone and Fax	612-641-8708 Fax: 612-659-0207
36 Recruitment Source	BEMIDJI STATE UNIVERSITY
Contact:	Ms Margie Giauque
Mailing Address	102 Sanford Hall Hall, Box 28 1500 Birchmont Dr NE Bemidji MN 56601-2699
Phone and Fax	218-755-2038 Fax: 218-755-4115
37 Recruitment Source	NEA BROWN INSTITUTE
Contact:	Mr Robert Beringer

RECRUITMENT SOURCE INFORMATION

	Mailing Address	2225 E Lake Street Minneapolis MN 55407
	Phone and Fax	612-728-3485 Fax: 612-721-9115
38	Recruitment Source	HENNEPIN TECHNICAL COLLEGE
	Contact:	Mr Tom Daly
	Mailing Address	7145 Harriet Ave S Richfield MN 56423
	Phone and Fax	612-861-7481 Fax: 612-866-2304
39	Recruitment Source	UNIVERSITY OF MINNESOTA
	Contact:	Ms Linda Lindholm
	Mailing Address	15 Murphy Hall 206 Church Str, SE Minneapolis MN 55455-0418
	Phone and Fax	612-625-0833 Fax: 612-626-7755
40	Recruitment Source	UNIVERSITY OF ST. THOMAS
	Contact:	Graduate Business Career Services
	Mailing Address	University of St. Thomas TMH 441, 1000 LaSalle Avenue Minneapolis, MN 55403-2005
	Phone and Email	gradcareers@stthomas.edu (651) 962-8807
41	Recruitment Source	UNIVERSITY OF WISCONSIN - LA CROSSE
	Contact:	Dr Ann Korschgen
	Mailing Address	1725 State Street La Crosse WI 54601
	Phone and Fax	608-785-8514 Fax: 608-785-8518
42	Recruitment Source	UNIVERSITY OF WISCONSIN - EAU CLAIRE
	Contact:	Ms Jean Wilcox
	Mailing Address	Schofield Hall #226 Eau Claire WI 54701
	Phone and Fax	715-836-5358 Fax: 715-836-4023
43	Recruitment Source	Carleton College
	Contact:	Kim Betz
	Mailing Address	One North College Street Northfield, MN 55057
	Phone and Fax	Phone: 507-646-4294 Fax: 507-646-4275 E-Mail: kbetz@acs.carleton.edu
44	Recruitment Source	St. Cloud Technical College
	Contact:	Terry Gruber
	Mailing Address	1540 Northway Drive, St. Cloud, MN 56303
	Phone and Fax	Phone: 320-654-5070 Fax: 320-529-1592 E-mail: tlg@cloud.tec.mn.us

RECRUITMENT SOURCE INFORMATION

45	Recruitment Source Contact: Mailing Address Phone and Fax	Minnesota State University, Mankato Deenna Latus 211 Wigley Administration Center Mankato, MN Phone: 507/389-6062 Fax: 507/389-5114 E-Mail: deenna.latus@mankato.msus.edu
46	Recruitment Source Contact: Mailing Address Phone and Fax	St. John's University Counseling and Career Services Box 2000, Collegeville, MN 56321-2000 Phone:(320)363-3791 Fax:(320) 363-3795 E-Mail:ccstech@csbsju.edu
47	Recruitment Source	Star Tribune Minneapolis, MN
48	Recruitment Source	St. Paul - Pioneer Press St. Paul, MN
49	Recruitment Source	La Prensa St. Paul, MN
50	Recruitment Source	Asian Pages St. Paul, MN
51	Recruitment Sources Contact:	Current Publications Kelsang Menla, Advertising/Producer Director 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912 http://www.current.org/
52	Recruitment Source	Minnesota Women's Press St. Paul, MN
53	Recruitment Source	Minneapolis - Spokesman - St. Paul - Reorder Minneapolis, St. Paul, MN
54	Recruitment Contact Address Phone and fax	Howard University Henrietta Duncan Washington, DC 202-806-7513 Fax: 1-202-462-4267
55	Recruitment Contact Address E-mail Phone and fax	Minnesota Public Radio Website Human Resources 480 Cedar Street St. Paul, MN 55101 jobs@mpr.org 651-290-1500 Fax: 651-290-1431

RECRUITMENT SOURCE INFORMATION

56	Recruitment Contact Address E-mail Phone and fax	KPCC Website Human Resources 1570 East Colorado BLVD Pasadena, CA 91106 cajobs@kpcc.org Phone: 213-621-3458 Fax: 213-621-3507
57	Recruitment E-mail	Craigslist.com craigslist.com
58	Recruitment Contact Address E-mail Phone and fax	So. California Association of Broadcasters LaFern Watkins 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036 LaFern@scba.com (323) 904-4105 Fax: 323-938-8600
59	Recruitment Contact Address E-mail Phone and fax	Non-profit Directions 1000 North Alameda Street, Suite 250 Los Angeles, CA 90012 nd@snmsocla.org 213- 623-7080 Fax: 213-623-7460

Supplemental Recruitment Initiatives
November 22, 2004 through
November 22, 2006

FCC Menu Item	Type of Recruitment Initiative	Date	Brief Description of Activity	Recruiting Staff in Attendance
1	Local Job Fair - St. Paul, MN	February 16, 2005	17 th Annual Multicultural Forum and Career Fair	Jen Hanlon, Senior HR Generalist and Allison Gredesky, HR Representative
1	Local Job Fair - St. Paul, MN	February 18, 2005	MN State Universities Job Fair	Allison Gredesky, HR Representative
1	Local Job Fair - St. Paul, MN	February 22, 2005	MN Private Colleges Job & Internship Fair	Allison Gredesky, HR Representative
1	National Job Fair - New York, NY	April 9, 2005	Columbia University Graduate School of Journalism Job Fair	Bill Wareham, News Director
1	National Job Fair - Las Vegas, NV	April 20, 2005	National Association of Broadcasters Annual Conference and Job Fair	Allison Gredesky, HR Representative
1	National Job Fair - Atlanta, GA	August 3rd - 7th, 2005	National Association of Black Journalists Annual Convention & Job Fair	Peggy O'Rourke, HR Generalist and Toni Randolph, Newscaster/Host/Reporter
1	National Job Fair (locally) - St. Paul, MN	August 18th - 20th, 2005	Asian American Journalists Association Conference and Job Fair	Allison Gredesky, HR Representative
1	National Job Fair - Los Angeles, CA	October 20th, 21st & 22nd, 2005	Association/USC Annenberg School of Journalism Annual Job Fair	Allison Gredesky, HR Representative and Peggy O'Rourke, HR Generalist
1	National Job Fair - Las Vegas, NV	April 26, 2006	National Association of Broadcasters Annual Conference and Job Fair	Allison Gredesky, HR Representative

1	National Job Fair - Fort Lauderdale, FL	June 14-17, 2006	National Association of Hispanic Journalists Convention	Marketplace; Allison Gredesky, HR Representative; Dan Gresch, Marketplace Correspondent
1	National Job Fair - Honalulu, Hawaii	June 21-24, 2006	Asian American Journalists Association Convention	Scott Tong, Marketplace Reporter; Jen Hanlon, Sr HR Consultant
1	National Job Fair - Indianapolis, IN	August 17-19, 2006	National Association of Black Journalists Convention	Brandt Williams, Regional Newsroom Reporter; Allison Gredesky, HR Representative
1	National Job Fair - Los Angeles, CA	October 26th & 27th, 2006	Association/USC Annenburg School of Journalism Annual Job Fair	Representative; Peggy O'Rourke, HR Generalist; Nick Roman, Senior Editor - KPCC; Phyllis Owens, Millie
4	National Convention - Atlanta, GA	August 3rd - 7th, 2005	National Association of Black Journalists Annual Convention	Peggy O'Rourke, HR Generalist and Toni Randolph, Newscaster/Host/Reporter
4	National Convention (locally) - St. Paul, MN	August 18th - 20th, 2005	Asian American Journalists Association Convention	Toni Randolph, Newscaster/Host/Reporter, Bob Collins, Senior Online Editor,
4	National Convention - New York, NY	April 9, 2005	Columbia University Graduate Job Opportunity Convention	Bill Wareham, News Director
4	National Convention - New York, NY	April 7, 2006	Columbia University Graduate Job Opportunity Convention	Bill Wareham, News Director
4	National Convention - Las Vegas, NV	April 23rd - 28th, 2006	National Association of Broadcasters Convention	Tom Nelson, Engineering; Mike Hendrickson, Engineering; Reed DeLapp, IT; Michelle Field, IT
4	National Convention - Fort Lauderdale, FL	June 14-17, 2006	National Association of Hispanic Journalists Convention	Karen Lowe, Foreign Editor, Marketplace; Allison Gredesky, HR Representative; Dan Gresch, Marketplace Correspondent
4	National Convention - Honalulu, Hawaii	June 21-24, 2006	Asian American Journalists Association Convention	Scott Tong, Marketplace Reporter; Jen Hanlon, Sr HR Consultant

4	National Convention - Indianapolis, IN	August 17-19, 2006	National Association of Black Journalists Convention	Newsroom Reporter; Allison Gredesky, HR Representative; Toni Randolph, Regional Newsroom
5	Internship Program	Year Round	Internships offered year round for students, three to four months in length.	American RadioWorks, Technology, Speaking of Faith, Nat'l Music Programming, Human Resources,
8	Employee Training Program	May 9, 2006	"Command Your Career" - 1/2 day event to train employees how to take control of their career goals. 24 participants	
8	Employee Training Program	June 2006 August 2006	Project Management Workshop - 33 total participants	
9	Mentoring Program	Year Round	Mentoring relationships are facilitated by HR with the use of established guidelines	Mentoring with non-profit Radio K: Michael DeMark, Valerie Arganbright, Melanie Walker, Don Lee - all MPR employees
9	Mentoring Program: MPR Newsroom & KFAI Youth News Initiative	Year Round	KFAI Youth News Initiative: Girls of Color Voicing Their Choice	Mentors: Brandt Williams, Jeff Horwich, Larissa Anderson
14	Management Level Legal Training: EEO and Discrimination	Sept 19, 2006; Sept 27, 2006; Nov 14, 2006	Legal training for Leaders presented by Karen G. Schanfield, Esq. Felhaber, Larson, Fenlon & Vogt, P.A	
14	Management Level Sexual Harrassment Training: California location	December 6 & 19, 2005 May 16, 2006	Mandatory Sexual Harrassment Training	42 people attended