

December 1, 2003 - November 22, 2004 Public File EEO Report for Minnesota Public Radio - Twin Cities SEU
 Recruitment Interviewing and Hiring Source Information

JOB TITLE:	General Manager	
JOB #:	202-04	
DATE POSTED:		1/9/2004
DATE CLOSED:		2/1/2004
TOTAL # PEOPLE APPLIED:		5
TOTAL # INTERVIEWED:		2
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting	
REFERRAL SOURCE:	KPCC Website	

JOB TITLE:	Account Executive	
JOB #:	204-04	
DATE POSTED:		1/7/2004
DATE CLOSED:		3/1/2004
TOTAL # PEOPLE APPLIED:		46
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Employee Referral	
REFERRAL SOURCE:	Minnesota Public Radio Website	

JOB TITLE:	Host, Midmorning	
JOB #:	207-04	
DATE POSTED:		1/21/2004
DATE CLOSED:		6/7/2004
TOTAL # PEOPLE APPLIED:		112
TOTAL # INTERVIEWED:		7
REFERRAL SOURCE HIRED APPLICANT:	Employee Referral	
REFERRAL SOURCE:	Current Magazine Ad	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	National Public Radio Website	
REFERRAL SOURCE:	Employee Referral	

REFERRAL SOURCE:	Employee Referral
REFERRAL SOURCE:	Minnesota Public Radio Website

JOB TITLE:	Senior Marketing Manager
JOB #:	208-04
DATE POSTED:	1/23/2004
DATE CLOSED:	3/12/2004
TOTAL # PEOPLE APPLIED:	4
TOTAL # INTERVIEWED:	1
REFERRAL SOURCE HIRED APPLICANT:	Employee Referral

JOB TITLE:	Administrative Assistant, Sales
JOB #:	210-04
DATE POSTED:	1/28/2004
DATE CLOSED:	3/15/2004
TOTAL # PEOPLE APPLIED:	102
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website
REFERRAL SOURCE:	workavenue.com (Star Tribune Online)
REFERRAL SOURCE:	Star Tribune Ad

JOB TITLE:	Staff Attorney
JOB #:	211-04
DATE POSTED:	2/3/2004
DATE CLOSED:	4/14/2004
TOTAL # PEOPLE APPLIED:	57
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	Star Tribune Ad
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Star Tribune Ad

JOB TITLE:	Front Desk Receptionist
JOB #:	212-04
DATE POSTED:	1/13/2004

DATE CLOSED:	3/8/2004
TOTAL # PEOPLE APPLIED:	94
TOTAL # INTERVIEWED:	5
REFERRAL SOURCE HIRED APPLICANT:	Employee Referral
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Employee Referral
REFERRAL SOURCE:	Employee Referral
REFERRAL SOURCE:	Employee Referral

JOB TITLE:	Accountant/Analyst 1
JOB #:	214-04
DATE POSTED:	2/2/2004
DATE CLOSED:	5/10/2004
TOTAL # PEOPLE APPLIED:	66
TOTAL # INTERVIEWED:	4
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website
REFERRAL SOURCE:	Employee Referral
REFERRAL SOURCE:	Internal Job Posting
REFERRAL SOURCE:	Star Tribune Ad

JOB TITLE:	Announcer/Producer
JOB #:	217-04
DATE POSTED:	2/6/2004
DATE CLOSED:	2/17/2004
TOTAL # PEOPLE APPLIED:	5
TOTAL # INTERVIEWED:	2
REFERRAL SOURCE HIRED APPLICANT:	Proactive Recruiting
REFERRAL SOURCE:	KPCC Website

JOB TITLE:	Station Relations Representative
JOB #:	218-04
	4 positions Open
DATE POSTED:	2/6/2004
DATE CLOSED:	4/12/2004

TOTAL # PEOPLE APPLIED:	50
TOTAL # INTERVIEWED:	8
REFERRAL SOURCE HIRED APPLICANT:	Internal Applicant, Minnesota Public Radio Website (2), & Word of Mouth
REFERRAL SOURCE:	Internal Job Posting
REFERRAL SOURCE:	St. Paul Pioneer Press Ad
REFERRAL SOURCE:	Internal Job Posting
REFERRAL SOURCE:	Current Magazine Ad

JOB TITLE:	Stations Support Specialist
JOB #:	219-04
DATE POSTED:	2/12/2004
DATE CLOSED:	5/19/2004
TOTAL # PEOPLE APPLIED:	19
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting
REFERRAL SOURCE:	Employee Referral
REFERRAL SOURCE:	Internal Job Posting

JOB TITLE:	Production Manager
JOB #:	220-04
DATE POSTED:	2/12/2004
DATE CLOSED:	4/5/2004
TOTAL # PEOPLE APPLIED:	12
TOTAL # INTERVIEWED:	5
REFERRAL SOURCE HIRED APPLICANT:	Employee Referral
REFERRAL SOURCE:	Current Magazine Ad
REFERRAL SOURCE:	Internal Job Posting
REFERRAL SOURCE:	Employee Referral
REFERRAL SOURCE:	Internal Job Posting

JOB TITLE:	Scheduling & Distribution Assistant
JOB #:	221-04
DATE POSTED:	2/12/2004

DATE CLOSED:	6/1/2004
TOTAL # PEOPLE APPLIED:	35
TOTAL # INTERVIEWED:	7
REFERRAL SOURCE HIRED APPLICANT:	Employee Referral
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Macalester College Career Service Website

JOB TITLE:	Events Manager
JOB #:	224-04
DATE POSTED:	2/12/2004
DATE CLOSED:	5/17/2004
TOTAL # PEOPLE APPLIED:	52
TOTAL # INTERVIEWED:	2
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website
REFERRAL SOURCE:	Employee Referral

JOB TITLE:	National Publicity Manager
JOB #:	227-04
DATE POSTED:	2/12/2004
DATE CLOSED:	4/26/2004
TOTAL # PEOPLE APPLIED:	23
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website
REFERRAL SOURCE:	Star Tribune Ad
REFERRAL SOURCE:	St. Paul Pioneer Press Ad

JOB TITLE:	Manager, Classical 24
JOB #:	228-04
DATE POSTED:	2/13/2004
DATE CLOSED:	5/4/2004

TOTAL # PEOPLE APPLIED:		12
TOTAL # INTERVIEWED:		4
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting	
REFERRAL SOURCE:	Employee Referral	
REFERRAL SOURCE:	Current Magazine Ad	
REFERRAL SOURCE:	Internal Job Posting	

JOB TITLE:	Web Developer	
JOB #:	229-04	
DATE POSTED:		2/17/2004
DATE CLOSED:		5/21/2004
TOTAL # PEOPLE APPLIED:		35
TOTAL # INTERVIEWED:		2
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Minnesota Public Radio Website	

JOB TITLE:	Web Site Producer	
JOB #:	230-04	
DATE POSTED:		2/17/2004
DATE CLOSED:		6/1/2004
TOTAL # PEOPLE APPLIED:		49
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Unknown	

JOB TITLE:	Online Manager	
JOB #:	231-04	
DATE POSTED:		2/17/2004
DATE CLOSED:		4/22/2004
TOTAL # PEOPLE APPLIED:		14
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website	

REFERRAL SOURCE:	Internal Job Posting
REFERRAL SOURCE:	Internal Job Posting

JOB TITLE:	Administrative Assistant, Content
JOB #:	233-04
DATE POSTED:	2/24/2004
DATE CLOSED:	3/1/2004
TOTAL # PEOPLE APPLIED:	11
TOTAL # INTERVIEWED:	1
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting

JOB TITLE:	Senior Gift Officer (2 positions)
JOB #:	235-04 & 247-04
DATE POSTED:	3/2/2004 & 03/24/2004
DATE CLOSED:	9/20/2004
TOTAL # PEOPLE APPLIED:	61
TOTAL # INTERVIEWED:	11
REFERRAL SOURCE HIRED APPLICANT:	Employee Referral
REFERRAL SOURCE HIRED APPLICANT:	MPR Website/Employee Referral
REFERRAL SOURCE:	Minnesota Council on Foundations Website Ad
REFERRAL SOURCE:	Association of Fundraising Professionals Website Ad
REFERRAL SOURCE:	The Chronicle of Philanthropy Ad
REFERRAL SOURCE:	Minnesota Council on Nonprofits Website Ad
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Public Radio Website

JOB TITLE:	Assistant Retail Manager
JOB #:	237-04
DATE POSTED:	3/11/2004
DATE CLOSED:	4/24/2004
TOTAL # PEOPLE APPLIED:	24
TOTAL # INTERVIEWED:	3

REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting
REFERRAL SOURCE:	Star Tribune Ad
REFERRAL SOURCE:	careerbuilder.com Ad

JOB TITLE:	Senior Creative Manager
JOB #:	238-04
DATE POSTED:	3/15/2004
DATE CLOSED:	7/1/2004
TOTAL # PEOPLE APPLIED:	63
TOTAL # INTERVIEWED:	6
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting
REFERRAL SOURCE:	AIGA.com Website Ad
REFERRAL SOURCE:	AIGA.com Website Ad
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Star Tribune Ad
REFERRAL SOURCE:	Star Tribune Ad

JOB TITLE:	IT Development Manager
JOB #:	241-04
DATE POSTED:	3/17/2004
DATE CLOSED:	6/2/2004
TOTAL # PEOPLE APPLIED:	95
TOTAL # INTERVIEWED:	2
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting
REFERRAL SOURCE:	Internal Job Posting

JOB TITLE:	Associate Producer, <i>SOF</i>
JOB #:	242-04
DATE POSTED:	3/16/2004
DATE CLOSED:	7/1/2004
TOTAL # PEOPLE APPLIED:	42
TOTAL # INTERVIEWED:	1
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting

JOB TITLE:	Development Coordinator
JOB #:	243-04
DATE POSTED:	3/18/2004
DATE CLOSED:	4/12/2004
TOTAL # PEOPLE APPLIED:	37
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting
REFERRAL SOURCE:	KPCC Website
REFERRAL SOURCE:	Craigslist.com

JOB TITLE:	Major Gift Officer (2 positions)
JOB #:	244-04
DATE POSTED:	3/18/2004
DATE CLOSED:	6/14/2004
TOTAL # PEOPLE APPLIED:	68
TOTAL # INTERVIEWED:	11
REFERRAL SOURCE HIRED APPLICANT:	Internal Applicant/Proactive Recruiting
REFERRAL SOURCE:	KPCC Website
REFERRAL SOURCE:	Non-Profit Directories
REFERRAL SOURCE:	The Chronicle of Philanthropy Ad
REFERRAL SOURCE:	Association of Fundraising Professionals Ad

JOB TITLE:	Director, Individual Major Gifts
JOB #:	248-04
DATE POSTED:	3/24/2004
DATE CLOSED:	6/7/2004
TOTAL # PEOPLE APPLIED:	11
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Council on Foundations Ad
REFERRAL SOURCE:	Star Tribune Ad

JOB TITLE:	Marketing Research Associate
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JOB #:	250-04	
DATE POSTED:		4/2/2004
DATE CLOSED:		5/11/2004
TOTAL # PEOPLE APPLIED:		63
TOTAL # INTERVIEWED:		7
REFERRAL SOURCE HIRED APPLICANT:	Star Tribune Ad	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Careerbuilder.com Ad	
REFERRAL SOURCE:	Star Tribune Ad	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Internal Job Posting	

JOB TITLE:	Marketing Research Assistant	
JOB #:	251-04	
DATE POSTED:		4/2/2004
DATE CLOSED:		6/14/2004
TOTAL # PEOPLE APPLIED:		72
TOTAL # INTERVIEWED:		6
REFERRAL SOURCE HIRED APPLICANT:	Careerbuilder.com Ad	
REFERRAL SOURCE:	Employee Referral	
REFERRAL SOURCE:	Star Tribune Ad	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Pioneer Press Ad	
REFERRAL SOURCE:	Star Tribune Ad/Employee Referral	

JOB TITLE:	Associate Research Officer	
JOB #:	256-04	
DATE POSTED:		4/14/2004
DATE CLOSED:		4/26/2004
TOTAL # PEOPLE APPLIED:		1
TOTAL # INTERVIEWED:		1
REFERRAL SOURCE HIRED APPLICANT:	External Referral	

JOB TITLE:	Membership Coordinator	
JOB #:	260-04	
DATE POSTED:		5/7/2004
DATE CLOSED:		6/14/2004
TOTAL # PEOPLE APPLIED:		17
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting	
REFERRAL SOURCE:	KPCC Website	
REFERRAL SOURCE:	Craigslist.com	

JOB TITLE:	Senior Editor	
JOB #:	261-04	
DATE POSTED:		5/11/2004
DATE CLOSED:		7/28/2004
TOTAL # PEOPLE APPLIED:		63
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Proactive Recruiting	
REFERRAL SOURCE:	KPCC Website	
REFERRAL SOURCE:	Current Magazine Ad	

JOB TITLE:	Traffic Coordinator, Marketing	
JOB #:	262-04	
DATE POSTED:		5/14/2004
DATE CLOSED:		6/29/2004
TOTAL # PEOPLE APPLIED:		21
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Minnesota Public Radio Website	

JOB TITLE:	Human Resources Assistant	
JOB #:	263-04	
DATE POSTED:		5/14/2004
DATE CLOSED:		7/6/2004

TOTAL # PEOPLE APPLIED:	120
TOTAL # INTERVIEWED:	4
REFERRAL SOURCE HIRED APPLICANT:	Careerbuilder.com Ad
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	External Referral
REFERRAL SOURCE:	Star Tribune Ad

JOB TITLE:	Membership Coordinator II
JOB #:	264-04
DATE POSTED:	5/14/2004
DATE CLOSED:	6/28/2004
TOTAL # PEOPLE APPLIED:	10
TOTAL # INTERVIEWED:	5
REFERRAL SOURCE HIRED APPLICANT:	KPCC Website
REFERRAL SOURCE:	KPCC Website
REFERRAL SOURCE:	KPCC Website
REFERRAL SOURCE:	Monster.com Ad
REFERRAL SOURCE:	Craigslist.com

JOB TITLE:	Senior Marketing Manager
JOB #:	265-04
DATE POSTED:	5/14/2004
DATE CLOSED:	7/12/2004
TOTAL # PEOPLE APPLIED:	18
TOTAL # INTERVIEWED:	1
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website/Employee Referral

JOB TITLE:	Assistant Producer, Midday
JOB #:	267-04
DATE POSTED:	5/19/2004
DATE CLOSED:	6/1/2004
TOTAL # PEOPLE APPLIED:	27
TOTAL # INTERVIEWED:	3

REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting (previous intern)
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Internal Job Posting (temp employee)

JOB TITLE:	Administrative Assistant, Admin
JOB #:	268-04
DATE POSTED:	5/21/2004
DATE CLOSED:	9/23/2004
TOTAL # PEOPLE APPLIED:	477
TOTAL # INTERVIEWED:	11
REFERRAL SOURCE HIRED APPLICANT:	Star Tribune Ad
REFERRAL SOURCE:	MinnesotaDiversity.com Ad
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Minnesota Public Radio Website
REFERRAL SOURCE:	Internal - Staffing Agency
REFERRAL SOURCE:	Employee Referral
REFERRAL SOURCE:	MN Job Network Ad
REFERRAL SOURCE:	Star Tribune Ad
REFERRAL SOURCE:	Star Tribune Ad
REFERRAL SOURCE:	unknown
REFERRAL SOURCE:	unknown

JOB TITLE:	Senior Director, Fundraising & Content
JOB #:	270-04
DATE POSTED:	5/26/2004
DATE CLOSED:	8/2/2004
TOTAL # PEOPLE APPLIED:	2
TOTAL # INTERVIEWED:	1
REFERRAL SOURCE HIRED APPLICANT:	External Job Posting/Formal Contract Employee

JOB TITLE:	Account Executive (3 positions)
JOB #:	271-04
DATE POSTED:	5/26/2004
DATE CLOSED:	06/28/2004 & 10/25/2004
TOTAL # PEOPLE APPLIED:	44

TOTAL # INTERVIEWED:		2
REFERRAL SOURCE HIRED APPLICANT:	KPCC Website/Personal Referral	
REFERRAL SOURCE:	KPCC Website	

JOB TITLE:	Senior Accountant/Analyst	
JOB #:	272-04	
DATE POSTED:		6/3/2004
DATE CLOSED:		11/22/2004
TOTAL # PEOPLE APPLIED:		77
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Staffing Agency	
REFERRAL SOURCE:	Star Tribune Ad	

JOB TITLE:	Regional Sales Manager	
JOB #:	274-04	
DATE POSTED:		6/10/2004
DATE CLOSED:		7/1/2004
TOTAL # PEOPLE APPLIED:		12
TOTAL # INTERVIEWED:		1
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting	

JOB TITLE:	Account Executive (3 positions)	
JOB #:	275-04	
DATE POSTED:		6/10/2004
DATE CLOSED:		7/12/2004 & 09/07/2004 & 11/15/2004
TOTAL # PEOPLE APPLIED:		14
TOTAL # INTERVIEWED:		4
REFERRAL SOURCE HIRED APPLICANT:	Employee Referral	
REFERRAL SOURCE:	External Referral/Word of Mouth	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	External Referral/Word of Mouth	

JOB TITLE:	Writer/Editor, Marketing	
JOB #:	276-04	
DATE POSTED:		6/10/2004
DATE CLOSED:		8/5/2004
TOTAL # PEOPLE APPLIED:		82
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Star Tribune Ad	
REFERRAL SOURCE:	Unknown	

JOB TITLE:	Project Manager, News	
JOB #:	279-04	
DATE POSTED:		6/11/2004
DATE CLOSED:		7/26/2004
TOTAL # PEOPLE APPLIED:		17
TOTAL # INTERVIEWED:		1
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting	

JOB TITLE:	Assistant Music Director	
JOB #:	280-04	
DATE POSTED:		6/18/2004
DATE CLOSED:		11/29/2004
TOTAL # PEOPLE APPLIED:		61
TOTAL # INTERVIEWED:		7
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website (acquisition of another company)	
REFERRAL SOURCE:	Internal Job Posting (former Intern)	
REFERRAL SOURCE:	Internal Job Posting (former Intern)	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Minnesota Public Radio Website	

JOB TITLE:	Data Entry Clerk	
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JOB #:	282-04	
DATE POSTED:		7/7/2004
DATE CLOSED:		9/2/2004
TOTAL # PEOPLE APPLIED:		105
TOTAL # INTERVIEWED:		5
REFERRAL SOURCE HIRED APPLICANT:	Employee Referral	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Employee Referral	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Minnesota Public Radio Website	

JOB TITLE:	Senior Programmer Analyst	
JOB #:	283-04	
DATE POSTED:		7/7/2004
DATE CLOSED:		8/9/2004
TOTAL # PEOPLE APPLIED:		7
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	MPR Website	
REFERRAL SOURCE:	MPR Website	
REFERRAL SOURCE:	Internal Job Posting	

JOB TITLE:	Programmer Analyst (2 positions)	
JOB #:	281-04 & 284-04	
DATE POSTED:		06/29/2004 & 7/7/2004
DATE CLOSED:		8/9/2004 & 08/30/2004
TOTAL # PEOPLE APPLIED:		85
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting (temp employee)	
REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Minnesota Public Radio Website	

JOB TITLE:	Executive Assistant	
JOB #:	286-04	
DATE POSTED:		7/8/2004

DATE CLOSED:	10/11/2004
TOTAL # PEOPLE APPLIED:	24
TOTAL # INTERVIEWED:	12
REFERRAL SOURCE HIRED APPLICANT:	Temporary Employment Service
REFERRAL SOURCE:	KPCC Website
REFERRAL SOURCE:	Craigslist.com

JOB TITLE:	Production Assistant, <i>ATC/Midmorning</i>
JOB #:	287-04
DATE POSTED:	7/9/2004
DATE CLOSED:	8/31/2004
TOTAL # PEOPLE APPLIED:	137
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	UNITY Job Fair & Conference
REFERRAL SOURCE:	MN Women's Press Ad
REFERRAL SOURCE:	Minnesota Public Radio Website

JOB TITLE:	Administrative Assistant, Development
JOB #:	288-04
DATE POSTED:	7/9/2004
DATE CLOSED:	9/20/2004
TOTAL # PEOPLE APPLIED:	59
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	KPCC Website (Hired Station Volunteer)
REFERRAL SOURCE:	KPCC Website
REFERRAL SOURCE:	Craigslist.com

JOB TITLE:	Traffic Associate
JOB #:	290-04
DATE POSTED:	7/12/2004
DATE CLOSED:	8/10/2004
TOTAL # PEOPLE APPLIED:	24
TOTAL # INTERVIEWED:	4

REFERRAL SOURCE HIRED APPLICANT:	Minnesota Public Radio Website
REFERRAL SOURCE:	Internal Job Posting
REFERRAL SOURCE:	Careerbuilder.com (Pioneer Press Online)
REFERRAL SOURCE:	External Referral

JOB TITLE:	Finance Assistant
JOB #:	292-04
DATE POSTED:	7/15/2004
DATE CLOSED:	9/20/2004
TOTAL # PEOPLE APPLIED:	25
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting (temp employee)
REFERRAL SOURCE:	Star Tribune Ad
REFERRAL SOURCE:	Employee Referral/MPR Website

JOB TITLE:	Associate Producer
JOB #:	293-04
DATE POSTED:	7/22/2004
DATE CLOSED:	10/18/2004
TOTAL # PEOPLE APPLIED:	77
TOTAL # INTERVIEWED:	5
REFERRAL SOURCE HIRED APPLICANT:	KPCC Website
REFERRAL SOURCE:	KPCC Website
REFERRAL SOURCE:	Current Magazine Ad

JOB TITLE:	Network Chief Engineer
JOB #:	294-04
DATE POSTED:	7/26/2004
DATE CLOSED:	10/1/2004
TOTAL # PEOPLE APPLIED:	10
TOTAL # INTERVIEWED:	3
REFERRAL SOURCE HIRED APPLICANT:	External Referral/Word of Mouth
REFERRAL SOURCE:	Employee Referral

REFERRAL SOURCE: Minnesota Public Radio Website

JOB TITLE: Marketing Manager
JOB #: 298-04
DATE POSTED: 8/19/2004
DATE CLOSED: 11/22/2004
TOTAL # PEOPLE APPLIED: 36
TOTAL # INTERVIEWED: 9
REFERRAL SOURCE HIRED APPLICANT: KPCC Website
REFERRAL SOURCE: KPCC Website
REFERRAL SOURCE: KPCC Website

JOB TITLE: Web Site Producer
JOB #: 303-04
DATE POSTED: 8/13/2004
DATE CLOSED: 9/15/2004
TOTAL # PEOPLE APPLIED: 35
TOTAL # INTERVIEWED: 3
REFERRAL SOURCE HIRED APPLICANT: Internal Job Posting
REFERRAL SOURCE: Minnesota Public Radio Website
REFERRAL SOURCE: Minnesota Public Radio Website

JOB TITLE: Web Writer
JOB #: 306-04
DATE POSTED: 8/31/2004
DATE CLOSED: 10/18/2004
TOTAL # PEOPLE APPLIED: 40
TOTAL # INTERVIEWED: 5
REFERRAL SOURCE HIRED APPLICANT: Minnesota Public Radio Website
REFERRAL SOURCE: St. Paul Pioneer Press Ad
REFERRAL SOURCE: St. Paul Pioneer Press Ad
REFERRAL SOURCE: St. Paul Pioneer Press Ad
REFERRAL SOURCE: Star Tribune Ad

JOB TITLE:	Web Site Producer, E-Commerce	
JOB #:	307-04	
DATE POSTED:		9/1/2004
DATE CLOSED:		10/18/2004
TOTAL # PEOPLE APPLIED:		59
TOTAL # INTERVIEWED:		3
REFERRAL SOURCE HIRED APPLICANT:	Star Tribune Ad	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Star Tribune Ad	

JOB TITLE:	Development Information Coordinator	
JOB #:	309-04	
DATE POSTED:		9/21/2004
DATE CLOSED:		10/14/2004
TOTAL # PEOPLE APPLIED:		56
TOTAL # INTERVIEWED:		5
REFERRAL SOURCE HIRED APPLICANT:	Internal Job Posting (temp employee)	
REFERRAL SOURCE:	Star Tribune Ad	
REFERRAL SOURCE:	Minnesota Public Radio Website	
REFERRAL SOURCE:	Star Tribune Ad	
REFERRAL SOURCE:	General Interest Resume	

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 |
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| 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 |
| | Contact: | E-mail: arthur@cpb.org |
-
- | | | |
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| 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 |
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| 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 |
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| 5 | Recruitment Source | National Lesbian and Gay Journalist Association (NLGJA) |
| | Contact: | Pamela Strother, Executive Director |
| | Mailing Address | 1420 K Street, Suite 910 |

RECRUITMENT SOURCE INFORMATION

	Washington, DC 20005 Phone and Fax (202) 588-9888 / Fax: (202) 588-1818 E-mail: info@nljja.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) 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

RECRUITMENT SOURCE INFORMATION

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 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 Recruitment Source	Vicki Leaderbrand
Contact:	Northwest Technical College
Mailing Address	PO Box 566, Wadena, MN 56482 Fax: 218-631-9207

RECRUITMENT SOURCE INFORMATION

	Phone and Fax	Phone: 1-218-631-3530 E-Mail: vicki.leaderbrand@mail.ntc.mnscu.edu
15	Recruitment Source Contact: Mailing Address Phone and Fax	Columbia University Graduate School of Journalism Melanie Huff Career Services Coordinator Columbia University Graduate School of Journalism 2950 Broadway, New York, NY 10027 Phone: 212-854-3861 Fax: 212-854-7837
16	Recruitment Source Contact: Mailing Address Phone and Fax	Macalester College Linda Schindler 1600 Grand Avenue, St. Paul, MN 55105 Fax: 651-696-6131 Phone: 651-696-6384 E-Mail: schindler@macalester.edu
17	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
18	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
19	Recruitment Source Contact: Mailing Address Phone and Fax	South Asian Journalists Association Sreenath Sreenivasan, SAJA co-founder Associate professor of professional practice Columbia Graduate School of Journalism 2950 Broadway, New York, NY 10027 (212) 854-5979

RECRUITMENT SOURCE INFORMATION

	Fax: (212) 253-4273 Web site: http://www.saja.org e-mail: saja@columbia.edu
20	Recruitment Source National Association of Black Journalists Contact: Laura Schuebel, Account Manager NABJ's Career Center clients e-mail: lschuebel@boxwoodtech.com Direct phone number: 410-584-9275 Mailing Address 8701A Adelphi Road Adelphi, MD 20783-1716 Phone and Fax (301) 445-7100 web site: http://www.nabj.org job postings: http://www.nabj.org/jobs.html
21	Recruitment Source Black Journalists Association of Southern California Contact: (this is the L.A./Orange County affiliate of NABJ) Mailing Address P.O. Box 75129 Los Angeles, CA 90075 Phone and Fax Recorded hotline: (213) 427-8246 e-mail: BJASC@yahoo.com BJASC does not yet have a web site
22	Recruitment Source HireDiversity.com Contact: 425 Pine Avenue Mailing Address Santa Barbara, CA 93117 Contact: Nicole Wyatt, Assistant Operations Manager Phone and Fax (805) 964-4554 http://www.HireDiversity.com
23	Recruitment Source Journalismjobs.com Contact: Dan Rohn Phone and Fax (301) 652-4006 web site: http://www.journalismjobs.com e-mail: dan@journalismjobs.com
24	Recruitment Source JournalismNext.com Contact: Eric Wee

RECRUITMENT SOURCE INFORMATION

web site: <http://www.journalismnext.com>
 e-mail: Eric@journalismnext.com

25 Recruitment Source MINNESOTA BROADCASTER'S ASSOCIATION
 Contact: PO Box 16030S
 Mailing Address St Louis Park MN 55416
 Phone and Fax 612-926-8123 Fax: 612-926-9761

26 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: kevin@ccnma.org

27 Recruitment Source Minnesota Council on Foundations
 Contact: Barb Laun
 Phone and Fax phone: (612)335-3417 fax: (612)337-5089
blaum@mcf.org
<http://www.mcf.org>

28 Recruitment Source Association of Fundraising Professionals
 Contact: <http://www.afpnet.org>

29 Recruitment Source ANOKA RAMSEY COMMUNITY COLLEGE
 Contact: Mr Curt Strum
 Mailing Address 11200 Mississippi Blvd.
 NWCoon Rapids MN 55433
 Phone and Fax 612-422-3414 Fax: 612-422-3341

30 Recruitment Source AUGSBURG COLLEGE
 Contact: Ms Cindy Peterson
 Mailing Address 7312 - 21st Ave S
 Minneapolis MN 55454

RECRUITMENT SOURCE INFORMATION

Phone and Fax	612-330-1138 Fax: 612-330-1606
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31	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

32	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

33	Recruitment Source	NEA BROWN INSTITUTE
	Contact:	Mr Robert Beringer
	Mailing Address	2225 E Lake Street Minneapolis MN 55407
	Phone and Fax	612-728-3485 Fax: 612-721-9115

34	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

35	Recruitment Source	DULUTH BUSINESS COLLEGE
	Contact:	Ms Lynn Northey
	Mailing Address	412 W Superior Str Duluth MN 55802
	Phone and Fax	218-722-3361 Fax: 218-722-8376

36	Recruitment Source	ST PAUL TECHNICAL COLLEGE
	Contact:	Mr Curtis Groth
	Mailing Address	235 Marshall, Rm 110 St. Paul MN 55102

RECRUITMENT SOURCE INFORMATION

	Phone and Fax	612-221-1384 Fax: 612-221-1416
37	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
38	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
39	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
40	Recruitment Source	NORTHWEST TECHNICAL COLLEGE- THIEF RIVER FALLS
	Contact:	Ms Suzy Dowers
	Mailing Address	1301 Highway 1 East Thief River Falls MN 56701
	Phone and Fax	218-681-0701 Fax: 218-681-0774
41	Recruitment Source	Vicki Leaderbrand
	Contact:	Northwest Technical College
	Mailing Address	PO Box 566, Wadena, MN 56482
	Phone and Fax	Phone: 1-218-631-3530 Fax: 218-631-9207 E-Mail: vicki.leaderbrand@mail.ntc.mnscu.edu
42	Recruitment Source	Carleton College
	Contact:	Kim Betz
	Mailing Address	One North College Street

RECRUITMENT SOURCE INFORMATION

	Northfield, MN 55057 Phone and Fax Phone: 507-646-4294 Fax: 507-646-4275 E-Mail: kbetz@acs.carleton.edu
43	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
44	Recruitment Source Minnesota State University, Mankato Contact: Deenna Latus Mailing Address 211 Wigley Administration Center Mankato, MN Phone and Fax Phone: 507/389-6062 Fax: 507/389-5114 E-Mail: deenna.latus@mankato.msus.edu
45	Recruitment Source St. John's University Contact: Counseling and Career Services Mailing Address Box 2000, Collegeville, MN 56321-2000 Phone and Fax Phone:(320)363-3791 Fax:(320) 363-3795 E-Mail:ccstech@csbsju.edu
46	Recruitment Source Star Tribune Minneapolis, MN
47	Recruitment Source St. Paul - Pioneer Press St. Paul, MN
48	Recruitment Source La Prensa St. Paul, MN
49	Recruitment Source Asian Pages St. Paul, MN

RECRUITMENT SOURCE INFORMATION

50	Recruitment Source	Minnesota Women's Press St. Paul, MN
51	Recruitment Source	Minneapolis - Spokesman - St. Paul - Reorder Minneapolis, St. Paul, MN
52	Recruitment Contact Address Phone and fax	Howard University Henrietta Duncan Washington, DC 202-806-7513 Fax: 1-202-462-4267
53	Recruitment Contact Address E-mail Phone and fax	Minnesota Public Radio Website Human Resources 444 Cedar Street Suite 1900 jobs@mpr.org 651-290-1500 Fax: 651-290-1431
54	Recruitment Contact Address E-mail Phone and fax	KPCC Website Human Resources 1570 East Colorado BLVD cajobs@kpcc.org Phone: 213-621-3458 Fax: 213-621-3507

Supplemental Recruitment Initiatives

December 1, 2003 through
November 22, 2004

FCC Menu Item	Type of Recruitment Initiative	Date	Brief Description of Activity	Recruiting Staff in Attendance
1	National Job Fair - Las Vegas, NV	April 6, 2003	National Association of Broadcasters Annual Conference and Job Fair	Allison Gredesky, HR Representative, and Peggy O'Rourke, HR Representative
1	National Job Fair - New York, NY	April 12, 2003	Columbia University Graduate School of Journalism Job Fair	Jennifer Hanlon, Sr. HR Generalist
1	National Job Fair - San Diego, CA	August 13-16, 2003	Asian American Journalists Association Conference and Job Fair	Peggy O'Rourke, HR Representative
1	National Job Fair - Los Angeles, CA	October 9-11, 2003	California Chicano News Media Association/USC Annenberg School of Journalism Annual Job Fair	Jennifer Hanlon, Sr. HR Generalist, and Peggy O'Rourke, HR Representative
1	Local Job Fair - St. Paul, MN	October 22, 2003	KSTP/Society for Professional Journalists Job Fair/Round-table	Sasha Aslanian, Assoc. Producer, American RadioWorks
1	National Job Fair - Washington, DC	August 4-7, 2004	UNITY: Journalist of Color Job Fair and Conference	Representative, Peggy O'Rourke, HR Representative, Michael Skoler, Managing Director, News and Toni Randolph, Newscaster/Reporter
1	National Job Fair - Las Vegas, NV	April 18, 2004	National Association of Broadcasters Annual Conference and Job Fair	Peggy O'Rourke, HR Representative
1	National Job Fair - San Diego, CA	October 6, 2004	National Association of Broadcasters Radio Show Job Fair	Peggy O'Rourke, HR Representative
1	National Job & Internship Fair - Washington, DC	October 20th & 21st, 2004	Howard University Job & Internship Fair	Jen Hanlon, Senior HR Generalist

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, SCPR, Finance, Development, Marketing
6	Minority Newspaper Diveristy Ad Campaign	Year Round - 2003 & 2004	General company ads promoting workplace diversity and job opportunities. Publications include: Asian Pages, La Prensa, Native American Press, MN Women's Press, & MN Spokesman-Recorder.	
8	Employee Training Program	10/7/2003 and 01/01/04	"Advanced Leadership Program", Employer's Association, 5 managers attended	
8	Employee Training Program	July and August, 2003	"Excelling as a First Time Manager or Supervisor", 3 supervisors attended	
9	Mentoring Program	Year Round	Mentoring relationships are facilitated by HR with the use of established guidelines	
14	Management-level training re: eeo/anti-discrimination in hiring	October 1 and 8, 2003	"Conducting Effective and Legal Interviews", in-house training, 22 supervisors attended	