

**EEO PUBLIC FILE REPORT**  
**November 21, 2007 to November 20, 2008<sup>1</sup>**

**TWIN CITIES SEU (KNOW, KSJN, KCMP)  
AND EMPLOYEES AT KPCC, KUOR, KPCV, WKCP**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
201-08 Writer/Researcher, A Prairie Home Companion	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 26	26
221-07 Associate Director, Public Insight Journalism	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 51, 70, 5, 72, 59	51
324-07 Associate Web Developer	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 15, 26, 63, 59, 25, 61, 98	26
117-09 Broadcast and Production Office Coordinator	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	69
106-09 Administrative Assistant, Major Gifts	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 26	33
332-07 Technical Lead Forecasting and Reporting	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	33
221-08 Research and Reports Specialist	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	69
268-07 Manager, Major Gifts Campaign	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 7, 59, 101, 94, 60, 62	33
306-07 Reporter, St. Paul/East Metro Beat	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	33
337-07 Research and Reports Specialist	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 15, 63	69

<sup>1</sup> This report provides recruitment data collected from November 21, 2007 through November 20, 2008.

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
347-07 Associate Editor, On-line News	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 6945, 84, 46, 15	69
307-07 End User Support Computing Specialist	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 15, 30	33
348-07 Network Administrator	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 15, 30, 26	69
345-07 Master Control Specialist	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 15, 98, 25, 71	69
264-07 Director, Institutional Giving	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	33
281-07 Production Assistant, Online News	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 135, 15, 34	69
216-07 Public Insight Analyst	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 28, 25, 70, 5, 72, 59, 45, 46	45
303-07 Reporter, General Assignment	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 25, 5, 70, 45, 51	69
309-07 Assistant Producer, PIJ	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 70, 5, 25	33
320-07 Web Developer	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69, 15, 26, 63, 59, 25, 61	69
208-08 Traffic Associate	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	33
234-08 Director, Development	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	33
327-07 Manager, Foundation Relations	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	69
233-08 Membership Coordinator	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	69

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NP Studio Engineer	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	33
329-07 Major Gift Officer	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	33
NP Senior Studio Engineer	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	33
217-08 Underwriting Assistant	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	69
202-08 Membership Coordinator	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	69
341-07 Membership Coordinator	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	33
342-07 Development Assistant	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	26
219-08 Membership Coordinator	2, 17, 69, 9, 10, 129, 11, 13, 22, 92, 38, 41, 130, 50, 114, 53, 57, 58, 65, 55, 78, 83, 95, 96, 110, 111, 112, 131, 132, 133, 134, 68, 69	69

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**DECEMBER 1, 2007 - NOVEMBER 30, 2008**

**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	<a href="http://www.adfed.org">www.adfed.org</a>	no	
2	Alamo Community College District; email: iabrego@accd.edu	<a href="http://www.accd.edu/">http://www.accd.edu/</a>	no	
3	American Symphony Orchestra League	<a href="http://www.symphony.org/">http://www.symphony.org/</a>	no	
4	Artsjournal.com (national, arts-related jobs)	<a href="http://www.artsjournal.com">www.artsjournal.com</a>	no	
5	Asian American Journalists Association (AAJA)	<a href="http://www.aja.org">www.aja.org</a>	no	
6	Association for Women in Communications	<a href="http://jobtarget.womcom.org/home/index.cfm?site_id=583">http://jobtarget.womcom.org/home/index.cfm?site_id=583</a>	no	
7	Association of Fundraising Professionals (Minnesota Chapter)	<a href="http://www.afpminnesota.org/jobs_post.cfm">http://www.afpminnesota.org/jobs_post.cfm</a>	no	
8	Association of Fundraising Professionals (national site)	<a href="http://afpnet.org/">http://afpnet.org/</a>	no	
9	Augsburg College; email: tilton@augsborg.com	<a href="http://www.augsburg.edu/cswl/">http://www.augsburg.edu/cswl/</a>	no	
10	Bethel College; email: career-services@bethel.edu	<a href="http://www.bethel.edu/career-services/employers/post-job">www.bethel.edu/career-services/employers/post-job</a>	no	
11	California Chicano News Media Association (CCNMA) email: ccnmainfo@ccnma.org	<a href="http://www.ccnma.org">www.ccnma.org</a>	no	
12	California Journalism Job Bank	<a href="http://www.csne.org/jobs/postings.html">http://www.csne.org/jobs/postings.html</a>	no	
13	California Lutheran University	Cynthia Smith; email: csmith@clunet.edu	no	
14	California Unemployment Department (CalJobs)	<a href="http://www.edd.ca.gov/">http://www.edd.ca.gov/</a>	no	
15	Careerbuilder.com	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	5
16	Carlson School of Management	<a href="http://www.cars.csom.umn.edu">http://www.cars.csom.umn.edu</a>	no	
17	Carlton College; email: careercenter@acs.carleton.edu	<a href="http://www.apps.carleton.edu/campus/career/employers">www.apps.carleton.edu/campus/career/employers</a>	no	
18	Center for Nonprofit Management	<a href="http://www.cnmsocial.org">www.cnmsocial.org</a>	no	
19	cmj.com (music industry)	<a href="http://www.cmj.com">www.cmj.com</a>	no	
20	College of St. Ben/St. John University	<a href="http://www.experience.com">www.experience.com</a>	no	
21	College of St. Catherine	<a href="http://www.experience.com">www.experience.com</a>	no	
22	Columbia Graduate School of Journalism - NYC; email: jh548@columbia.edu; postjobs@jm.columbia.edu	<a href="http://www.jm.columbia.edu/">www.jm.columbia.edu/</a>	no	
23	Concord Technology, Inc. (contingent search firm); Erik Jacobs - 952-920-8587	<a href="mailto:erik@concord-technology.com">erik@concord-technology.com</a>	no	
24	Concordia College	<a href="http://www2.nacelink.com/nl_central_employer.php">http://www2.nacelink.com/nl_central_employer.php</a>	no	
25	Corporation of Public Broadcasting (CPB)	<a href="http://www.cpb.org/jobline/">www.cpb.org/jobline/</a>	no	
26	Craigslist	<a href="http://www.craigslist.org">www.craigslist.org</a>	no	4
27	Creative Hotlist	<a href="http://www.creativehotlist.com">http://www.creativehotlist.com</a>	no	
28	CURRENT Magazine; Email Menla@current.org (Kelsang Menla - contact)	<a href="http://www.current.org/advertise/adsclass.shtml">www.current.org/advertise/adsclass.shtml</a>	no	
29	DEI Worksite	<a href="http://www.deiworksite.com">www.deiworksite.com</a>	no	
30	Dice.com	<a href="http://www.dice.com">www.dice.com</a>	no	
31	Dunwoody College	<a href="https://www.dunwoody.edu/content/default.cfm?pid=83">https://www.dunwoody.edu/content/default.cfm?pid=83</a>	no	
32	Editor & Publisher	<a href="http://www.editorandpublisher.com/eandp/classifieds/index.jsp">http://www.editorandpublisher.com/eandp/classifieds/index.jsp</a>	no	
33	Word of mouth	n/a	no	26
34	Experience.com - largest college recruiting network	<a href="http://www.experience.com">www.experience.com</a>	no	
35	Florida Division of Cultural Affairs; email: rbashmore@dca.state.fl.us	<a href="http://www.florida-arts.org/jobs/index.htm">www.florida-arts.org/jobs/index.htm</a>	no	
36	FMQB - AAA Format music industry jobs	<a href="http://www.fmqb.com">www.fmqb.com</a>	no	
37	GadBall/DataFrenzy	<a href="http://www.gadball.com">www.gadball.com</a>	no	
38	Grinnell College; email: career@grinnell.edu	<a href="http://www.grinnell.edu">www.grinnell.edu</a>	no	
39	Gustavus Adolphus	<a href="http://www.experience.com">www.experience.com</a>	no	

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Name</b>	<b>RS Contact Info</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>Number of Interviewees Referred by RS Over Reporting Period</b>
40	<b>Hamline University</b>	<a href="http://www.hamline.edu/hamline_info/offices_services/student_relations/studentaffairs/cdc/employers/job_entry_form.html">http://www.hamline.edu/hamline_info/offices_services/student_relations/studentaffairs/cdc/employers/job_entry_form.html</a>	no	
41	<b>Hennepin Technical College</b> ; email: jobs@hennepintech.com	<a href="http://www.hennepintech.edu/">http://www.hennepintech.edu/</a>	no	
42	<b>Idealist.org</b>	<a href="http://www.idealist.org">www.idealist.org</a>	no	
43	<b>International Association of Business Communicators</b>	<a href="http://www.iabc.com/">http://www.iabc.com/</a>	no	
44	<b>Job Fair</b>	see Section III: Recruitment Initiatives for a list	no	
45	<b>Journalismjobs.com</b>	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	no	1
46	<b>Journalismnext.com</b>	<a href="http://www.journalismnext.com">www.journalismnext.com</a>	no	
47	<b>LA Times</b> (uses Careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	1
48	<b>Lat Pro</b>	<a href="http://www.latpro.com">www.latpro.com</a>	no	
49	<b>Luther College</b>	<a href="http://career.luther.edu/careerconnection/index.html">http://career.luther.edu/careerconnection/index.html</a>	no	
50	<b>Macalester College</b> ; email: cdc@macalester.edu	<a href="http://www.macalester.edu">www.macalester.edu</a>	no	
51	<b>mediabistro.com</b>	<a href="http://www.mediabistro.com">www.mediabistro.com</a>	no	2
52	<b>Medill School of Journalism</b>	<a href="http://www.medill.northwestern.edu/medill/">www.medill.northwestern.edu/medill/</a>	no	
53	<b>Metropolitan State University</b> ; email job postings to: career.services@metrostate.edu	<a href="http://www.metrostate.edu/career/employer.html">http://www.metrostate.edu/career/employer.html</a>	no	
54	<b>Miami Herald</b> (uses Careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
55	<b>Michigan State University</b>	Email: hinkleyl@msu.edu	no	
56	<b>Minneapolis College of Art &amp; Design</b>	<a href="http://www.mcadcareerservices.com">www.mcadcareerservices.com</a>	no	
57	<b>Minneapolis Community and Technical College</b> ; email: placement@minneapolis.edu	<a href="http://www.minneapolis.edu/index.cfm">http://www.minneapolis.edu/index.cfm</a>	no	
58	<b>Minnesota Broadcasters Association</b>	<a href="http://www.minnesotabroadcasters.com/">www.minnesotabroadcasters.com/</a>	no	
59	<b>Minnesota Council of Nonprofits</b>	<a href="http://www.mncn.org">www.mncn.org</a>	no	1
60	<b>Minnesota Council on Foundations</b>	<a href="http://www.mcf.org/">www.mcf.org/</a>	no	
61	<b>Minnesota Interactive Marketing Association (web jobs)</b>	<a href="http://www.mima.org/jobs">www.mima.org/jobs</a>	no	
62	<b>Minnesota Planned Giving Council</b>	<a href="http://www.mnpgc.org/">http://www.mnpgc.org/</a>	no	
63	<b>Minnesotadiversity.com</b>	<a href="http://www.minnesotadiversity.com">www.minnesotadiversity.com</a>	no	
64	<b>MinnesotaWorks.net</b>	<a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a>	no	
65	<b>Missouri School of Journalism</b> ; email: sengsavanhp@missouri.edu	<a href="http://journalism.missouri.edu/forms/job-form.html">http://journalism.missouri.edu/forms/job-form.html</a>	no	
66	<b>Monster.com</b>	<a href="http://www.monster.com">www.monster.com</a>	no	
67	<b>Monstertrak.com (colleges)</b>	<a href="http://www.monstertrak.com">www.monstertrak.com</a>	no	
68	<b>MPR APM SCPR Company Intranet</b>	<a href="http://infoserverwiki.publicradio.org/index.php/Main_Page">http://infoserverwiki.publicradio.org/index.php/Main_Page</a>	no	
69	<b>MPR APM SCPR Public Website</b>	<a href="http://americanpublicmedia.publicradio.org/careers/">http://americanpublicmedia.publicradio.org/careers/</a>	no	26
70	<b>National Association of Black Journalists (NABJ)</b> - MPR & SCPR separate logins	<a href="http://www.nabj.org">www.nabj.org</a>	no	
71	<b>National Association of Broadcasters (NAB)</b>	<a href="http://www.nab.org">www.nab.org</a>	no	
72	<b>National Association of Hispanic Journalists (NAHJ)</b> email: jobbank@nahj.org	<a href="http://www.nahj.org">www.nahj.org</a>	no	
73	<b>National Black MBA Association</b>	<a href="http://www.nbmbaa.org">www.nbmbaa.org</a>	no	
74	<b>National Diversity Newspaper Job Bank</b>	<a href="http://www.newsjobs.com">http://www.newsjobs.com</a>	no	
75	<b>Native American Journalists Association (NAJA)</b>	<a href="http://www.naja.com">www.naja.com</a>	no	
76	<b>New York Foundation for the Arts (nyfa)</b>	<a href="http://www.nyfa.org">www.nyfa.org</a>	no	
77	<b>New York Times</b> (uses Monster.com dabase)	<a href="http://www.monster.com">www.monster.com</a>	no	

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Name</b>	<b>RS Contact Info</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>Number of Interviewees Referred by RS Over Reporting Period</b>
78	New York University - Journalism; email: pamela.noel@nyu.edu	<a href="http://journalism.nyu.edu/careerservices/jobs/">http://journalism.nyu.edu/careerservices/jobs/</a>	no	
79	Newslink	<a href="http://newslink.org">http://newslink.org</a>	no	
80	NonProfit Times Jobs (NPT Jobs)	<a href="http://www.careercenter.nptimes.com">www.careercenter.nptimes.com</a>	no	
81	nonprofitoyster.com	<a href="http://www.nonprofitoyster.com">www.nonprofitoyster.com</a>	no	
82	PaidContent.org	<a href="http://www.paidcontent.org">www.paidcontent.org</a>	no	
83	Pew Center for Civic Journalism; email: rwyhof@pccj.org	<a href="http://www.pewcenter.org/">http://www.pewcenter.org/</a>	no	
84	Poynter Institute (Journalism)	<a href="http://www.poynter.org">www.poynter.org</a>	no	
85	Public Relations Society of America (PRSA)	<a href="http://www.prsa.org/">http://www.prsa.org/</a>	no	
86	Radio-Television News Directors Association (RTNDA)	<a href="http://www.rtnnda.org/jobs/">www.rtnnda.org/jobs/</a>	no	
87	Saint Paul Pioneer Press (uses Careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
88	Society for Environmental Journalists email: sej@sej.org	<a href="http://www.sej.org">www.sej.org</a>	no	
89	Society of American Business Editors and Writers (SABEW)	<a href="http://www.sabew.org/">http://www.sabew.org/</a>	no	
90	Society of Broadcast Engineers (Miami) email: sbe53@broadcast.net	<a href="http://www.broadcast.net/~sbe53/jobs.html">http://www.broadcast.net/~sbe53/jobs.html</a>	no	
91	Society of Broadcast Engineers (national)	<a href="http://www.sbe.org/career_jobsonline.php">http://www.sbe.org/career_jobsonline.php</a>	no	
92	South Asian Journalists Association (email: saja@columbia.edu)	<a href="http://www.saja.org">www.saja.org</a>	no	
93	South Florida Sun Sentinel (uses Careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
94	Springboard for the Arts; Caly McMorro, Office Manager, 651- 292- 4381	<a href="http://www.springboardforthearts.org">www.springboardforthearts.org</a>	no	
95	St. Cloud State University; email: jobpost@stcloudstate.edu	<a href="http://www.stcloudstate.edu/careerservices/">http://www.stcloudstate.edu/careerservices/</a>	no	
96	St. Olaf College; email: glampe@stolaf.edu	<a href="http://www.stolaf.edu/services/pep/">http://www.stolaf.edu/services/pep/</a>	no	
97	St. Paul Technical College	<a href="https://www.myinterfase.com/saintpaul/employer/">https://www.myinterfase.com/saintpaul/employer/</a>	no	
98	Startribune.com/Jobs	<a href="http://www.startribune.com">www.startribune.com</a>	no	1
100	The Chandler Group (retained search firm); Cindy Chandler - 952.471.3000	<a href="http://www.chandgroup.com/">http://www.chandgroup.com/</a>	no	
101	The Chronicle of Philanthropy Careers	<a href="http://careers.philanthropy.com">http://careers.philanthropy.com</a>	no	
102	The Wood Group (retained search firm); Judy Wood - 952-546-6997	<a href="http://www.thewoodgroupinc.com">www.thewoodgroupinc.com</a>	no	3
103	triplearadio.com	<a href="http://www.triplearadio.com">www.triplearadio.com</a>	no	
104	True Source Recruiting (contingent search firm); Brad Arthur - clients@truesource recruiting.com	<a href="http://www.truesource recruiting.com/">http://www.truesource recruiting.com/</a>	no	
105	Twin Cities Human Resource Association (TCHRA)	<a href="http://www.tchra.org/jobs/job_default.asp">www.tchra.org/jobs/job_default.asp</a>	no	
106	Twin Cities Media Network (TCMN) - all media jobs	<a href="http://www.tcmn-awrt.org/jobmart.html">www.tcmn-awrt.org/jobmart.html</a>	no	
107	UC Berkeley Graduate School of Journalism	<a href="http://journalism.berkeley.edu/">http://journalism.berkeley.edu/</a>	no	
108	UCLA	<a href="http://ucla-csm.symplicity.com/employers">http://ucla-csm.symplicity.com/employers</a>	no	
109	University of Minnesota Duluth	<a href="http://careers.d.umn.edu/joblink/">http://careers.d.umn.edu/joblink/</a>	no	
110	University of Minnesota School of Journalism	<a href="https://goldpass.umn.edu/goldpass">https://goldpass.umn.edu/goldpass</a>	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	<a href="http://ascweb.usc.edu/home.php">http://ascweb.usc.edu/home.php</a>	no	
113	University of St. Thomas	<a href="http://www.stthomas.edu/cob/graduate/careers/">http://www.stthomas.edu/cob/graduate/careers/</a>	no	
114	University of Wisconsin - LaCrosse; email: career@mail.uwlax.edu	<a href="http://www.uwlax.edu/">http://www.uwlax.edu/</a>	no	

**EEO PUBLIC FILE REPORT -- TWIN CITIES SEU (KNOW, KSJN, KMCP)  
AND EMPLOYEES AT KPCC, KUOR, KPCV, AND WKCP**

**DECEMBER 1, 2007 - NOVEMBER 30, 2008**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Name</b>	<b>RS Contact Info</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>Number of Interviewees Referred by RS Over Reporting Period</b>
115	Variety	<a href="http://www.variety.com/index.asp?layout=variety_careers">http://www.variety.com/index.asp?layout=variety_careers</a>	no	
116	Voices & Venues (S. Florida Arts News)	<a href="http://www.voicesandvenues.com/AboutUs.aspx">www.voicesandvenues.com/AboutUs.aspx</a>	no	
117	www.allaccess.com (music/radio industry)	<a href="http://www.allaccess.com">www.allaccess.com</a>	no	
118	Yahoo Hot Jobs	<a href="http://www.hotjobs.yahoo.com">www.hotjobs.yahoo.com</a>	no	
119	Yale Divinity School	<a href="http://www.yale.edu/divinity/career/form_career_ads.shtml">http://www.yale.edu/divinity/career/form_career_ads.shtml</a>	no	
120	Office Team (temporary placement); Laura Georges phone: 651-293-8033	<a href="http://www.officeteam.com">www.officeteam.com</a>	no	
121	Technical Recruiter Chuck Cook, Remington (CA); phone: (310) 445-3300	n/a	no	
122	Internship Program	n/a	no	2
123	DiversityInc.com	<a href="http://www.diversityinc.com">www.diversityinc.com</a>	no	
124	Recruiters of Minnesota (technology recruiters); phone: 952-473-9489	<a href="http://www.recruitersofmn.com">www.recruitersofmn.com</a>	no	
125	O'Leary and Grant (executive search); phone: 612-349-3778	222 S 9th St Ste 2919, Minneapolis MN 55402	no	
126	St. Cloud Times (uses careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
127	City Pages	<a href="http://www.citypages.com">www.citypages.com</a>	no	
128	Softwarejobs.com	<a href="http://www.softwarejobs.com">www.softwarejobs.com</a>	no	
129	Brown College	<a href="http://www.browncollege.edu">www.browncollege.edu</a>	no	
130	Institute of Production and Recording	<a href="http://www.ipr.edu">www.ipr.edu</a>	no	
131	City University of New York	<a href="http://www.cuny.edu">www.cuny.edu</a>	no	
132	San Francisco State University	<a href="http://www.sfsu.edu">www.sfsu.edu</a>	no	
133	Wartburg College	<a href="http://www.wartburg.edu">www.wartburg.edu</a>	no	
134	American Women in Radio and Television	<a href="http://www.arwrt-mn.org">www.arwrt-mn.org</a>	no	
135	McNally Smith College of Music	<a href="http://www.mcnallysmith.edu">www.mcnallysmith.edu</a>	no	
136	Fargo Forum	<a href="http://www.fargoforum.com">www.fargoforum.com</a>	no	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>				<b>73</b>

**EEO PUBLIC FILE REPORT**  
**November 21, 2007 to November 20, 2008<sup>1</sup>**

**TWIN CITIES SEU (KNOW, KSJN, KCMP)  
AND EMPLOYEES AT KPCC, KUOR, KPCV, WKCP**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection #)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participated in Job Fair <i>and</i> (1) Co-sponsored Job Fair (provided media sponsorship) (3)	On February 21, 2008, the stations participated in a career fair held in conjunction with the <b>20<sup>th</sup> Annual Multicultural Forum</b> , 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.
<b>2</b>	Participated in Job Fair (1)	On March 28, 2008, the stations participated in a job fair held at <b>Columbia University's Graduate School of Journalism</b> in New York, NY. Participating from the station was the KNOW News Director.
<b>3</b>	Participated in Job Fair (1)	On July 23-26, 2008, the stations participated in a job fair held in conjunction with the <b>UNITY Journalists of Color 4<sup>th</sup> Quadrennial Convention</b> in Chicago, IL. Participants from the stations included the Recruitment Manager, the Events Manager, two News Directors, three Reporters, the Host of Weekend America, an Assistant Producer, and the Management Consultant of National Programming.
<b>4</b>	Internship Program (5)	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, Technology, Marketplace, Weekend America, Speaking of Faith, and the MPR music library. For the reporting period 46 interns were employed.

<sup>1</sup> This report provides recruitment data collected from November 21, 2007 through November 20, 2008.

<p><b>5</b></p>	<p>Training Programs for station personnel to enable them to acquire skills which could qualify them for higher level positions (8)</p>	<p>The stations' leadership development program incorporates a range of developmental opportunities specifically tailored to the individual or cohort. The aggregate outcome will be an organization with prepared leaders at all levels, ready to move the organization forward, and ready to move to the next stage in their own leadership experience.</p> <p>Leadership programming for the reporting period falls into the following categories:</p> <ul style="list-style-type: none"> <li>• Leading Self: Individual development planning</li> <li>• Emerging Leaders</li> <li>• Leading People: Leadership development for the managing leader</li> <li>• Leading Teams: Director level pilot program</li> <li>• Leading the Organization: Executive level leadership development</li> </ul> <p>Leadership cohort programs are a year long. (<b>See #6, 7, and 8 below for more details</b>). Individual training occurs throughout the year and includes skill-building (Protocols, Outlook, Powerpoint, Excel), individual assessments (MBTI, Strengthsfinder, Strong Campbell Interest Inventory, etc.), panel and small group discussions, and E-learning opportunities.</p>
<p><b>6</b></p>	<p>Mentoring/Training Program for Emerging Leaders (9)</p>	<p>An <b>Emerging Leaders</b> program is offered to develop the next generation of station leadership, improve our recruiting strategy and retain our high potential employees. For 2008, 13 participants were paired with a mentor for 1 year. Participants completed assessments (360 degree feedback, MBTI, 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: Senior Producer of Classical National Programs, Public Insight Analyst, Manager of Research, Senior Producer-Speaking of Faith, Lead DBA, Assistant Producer-The Current, Senior Development Officer, Commentary Editor, Broadcast Engineer, Marketing Manager, Account Executive, Technical Coordinator, and Manager-General Services- Fitzgerald Theater.</p>
<p><b>7</b></p>	<p>Training Programs for station personnel to enable them to acquire skills which could qualify them for higher level positions (8)</p>	<p>The <b>Leaders of People</b> program is the core management curriculum. New and newly promoted managers will participate in the elements of this program within the first 6 months of managing. Training includes coaching, assessments, 4 interactive half day management training sessions, and online modules. 25 participants were in the 2008 cohort, including managers in Development, Technology, National Programming, Regional</p>

		Programming, Finance, Human Resources, Marketing, and Underwriting.
<b>8</b>	Training Programs for station personnel to enable them to acquire skills which could qualify them for higher level positions (8)	The <b>Leaders of Teams</b> program is developed for Directors and higher level in the organization. Participants will be those in the organization who have been leading teams for a length of time, and who are ready to prepare for higher levels of organizational leadership. They grow to understand their role as a nonprofit and community leader. 13 participants were in the 2008 cohort: Director of Underwriting KPCC, Executive Producer Weekend America, Director of Underwriting MPR, Operations Director, Director of Distribution, Senior Director of Development, Director of Marketing, Public Affairs Director, Program Director KCMP, Director of Classical Programming, Director of IT, Controller, and Program Director KNOW.
<b>9</b>	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).
<b>10</b>	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 2008 included 17 for spring and fall semesters. Those participants were: Newscaster KNOW, On-air Hosts KCMP (4), Marketing Manager KCMP, Production Manager KCMP, Traffic Manager (all stations), Music Director KCMP, Staff Attorney (all stations), Assistant Producer KCMP, Associate Producer Weekend America, Assistant Music Director KCMP, Reporter – Producer KNOW, Technical Director Performance Today, Promotions Producer (all stations), Marketing Coordinator KCMP.