

Federal Communications Commission Washington, D.C. 20554  <b style="text-align: center;">FCC 397</b>		Approved by OMB 3060-0922 (September 2002)  FOR FCC USE ONLY		
<b>BROADCAST MID-TERM REPORT</b>		FOR COMMISSION USE ONLY FILE NO. <b>B397 - 20081126AMJ</b>		
Legal Name of the Licensee <b>MINNESOTA PUBLIC RADIO</b>				
Mailing Address <b>480 CEDAR STREET</b>				
City <b>ST. PAUL</b>		State or Country (if foreign address) <b>MN</b>	Zip Code <b>55101 -</b>	
Telephone Number (include area code) <b>6512901259</b>		E-Mail Address (if available) <b>FCCFILING@MPR.ORG</b>		
FCC Registration Number <b>0002642510</b>	Facility ID Number <b>42911</b>	Call Sign <b>KSJN</b>		
<b>TYPE OF BROADCAST STATION:</b>	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV		
<b>Application Purpose</b> <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report				
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
[Station List]				
<b>Station List</b>				
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KSJN	42911	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MINNEAPOLIS, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No
KNOW-FM	42949	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MINNEAPOLIS-ST. PAUL, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

KCMP	62162	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	NORTHFIELD, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No
KPCC	51701	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	PASADENA, CA	<input checked="" type="radio"/> Yes <input type="radio"/> No
KUOR	69217	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	REDLANDS, CA	<input checked="" type="radio"/> Yes <input type="radio"/> No
KPCV	85911	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	COACHELLA, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
WKCP	68118	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MIAMI, FL	<input type="radio"/> Yes <input checked="" type="radio"/> No

**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name TODD M STANSBURY		Street Address 1776 K STREET NW SUITE 500	
City WASHINGTON	State DC	Zip Code 20007-	Telephone Number 2027194948

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

**Section I**

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio?  Yes  No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

**CERTIFICATION**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or

D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent THOMAS J KIGIN
Title EXECUTIVE VICE PRESIDENT	Telephone No. ( include area code) 6512901554
Date 11/26/2008	

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

<b>Section II</b>	
<b>RESPONSIBILITY FOR IMPLEMENTATION</b>	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: MARY NEASE	Title: SENIOR VICE PRESIDENT, HUMAN RESOURCES
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

<b>Section III</b>	
<b>MID-TERM REPORT</b>	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

**FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT**

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

**THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

## Exhibits

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### Exhibit 1

**Description:** EXH. 1 / EEO REPORTS

THIS EXHIBIT INCLUDES AN ATTACHMENT WITH FURTHER INFORMATION ABOUT THE REPORTING FOR THIS SEU, AS WELL AS COPIES OF THE EEO PUBLIC FILE REPORTS FOR 2007 AND 2008.

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### Attachment 1

Description
<a href="#">Exh. 1, Att. 1 / Reporting information</a>
<a href="#">Exh. 1, Att. 2 / 2008 EEO Public File Report</a>
<a href="#">Exh. 1, Att. 3 / 2007 EEO Public File Report</a>

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Southern California Public Radio (SCPR) provides programming and management services to KPCV-FM (Coachella, CA), KUOR-FM (Redlands, CA) and KPCC-FM (Pasadena, CA). SCPR is a subsidiary of American Public Media Group (APMG), the parent company of Minnesota Public Radio (MPR). Further, Classical South Florida (CSF) provides programming and management services to WKCP-FM (Miami, FL). CSF is a subsidiary of APMG.<sup>1</sup>

The relationship between KUOR, KPCC, and SCPR is not technically a time brokerage agreement as defined in the Commission's rules. Nevertheless, MPR has included recruitment activity related to full-time hiring for SCPR in this report.

Further, while WKCP and KPCV are licensed to a commonly owned entity, there are no employees of the licensee at these locations. Therefore, we are reporting the full-time recruitment activity for CSF and SCPR with the geographically closest SEU.

<sup>1</sup> KPCV-FM and WKCP-FM are licensed to APMG. KUOR-FM is licensed to University of Redlands. KPCC is licensed to Pasadena Area Community College District.

**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

**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")**

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.aaja.org">www.aaja.org</a>	no	
6	Association for Women in Communications	<a href="http://jobtarget.womcom.org/home/index.cfm?site_id=553">http://jobtarget.womcom.org/home/index.cfm?site_id=553</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	

**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>
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: hinklevl@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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**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>
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.rtna.org/jobs/">www.rtna.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; Cally McMorrow, 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@truesourcerecruiting.com	<a href="http://www.truesourcerecruiting.com/">http://www.truesourcerecruiting.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	

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**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>

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**November 21, 2007 to November 20, 2008<sup>1</sup>**

**TWIN CITIES SEU (KNOW, KSJN, KCMP)  
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**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.

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**December 1, 2006 – November 30, 2007<sup>1</sup>**

**TWIN CITIES SEU (KNOW, KSJN, KCMP)  
AND EMPLOYEES AT KPCC AND KUOR<sup>2</sup>**

**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>
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

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

<sup>2</sup> This report was revised in November 2008 to reflect minor reporting issues.

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
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
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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
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
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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<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>
1	Ad Fed	<a href="http://www.adfed.org">www.adfed.org</a>	no	
2	Alamo Community College District; email: <a href="mailto:iabrego@accod.edu">iabrego@accod.edu</a>	<a href="http://www.accod.edu/">http://www.accod.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.afminnesota.org/jobs_post.cfm">http://www.afminnesota.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: <a href="mailto:tilton@augzburg.com">tilton@augzburg.com</a>	<a href="http://www.augsburg.edu/csw/">http://www.augsburg.edu/csw/</a>	no	
10	Bethel College; email: <a href="mailto:career-services@bethel.edu">career-services@bethel.edu</a>	<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: <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>	<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: <a href="mailto:csmith@clunet.edu">csmith@clunet.edu</a>	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	3
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: <a href="mailto:careercenter@acs.carleton.edu">careercenter@acs.carleton.edu</a>	<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.cnmsocal.org">www.cnmsocal.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: <a href="mailto:jh548@columbia.edu">jh548@columbia.edu</a> ; <a href="mailto:postjobs@jn.columbia.edu">postjobs@jn.columbia.edu</a>	<a href="http://www.jrn.columbia.edu/">www.jrn.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/n1_central_employer.php">http://www2.nacelink.com/n1_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	2
27	Creative Hotlist	<a href="http://www.creativehotlist.com">http://www.creativehotlist.com</a>	no	
28	CURRENT Magazine; Email <a href="mailto:Menla@current.org">Menla@current.org</a> (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	20
34	Experience.com - largest college recruiting network	<a href="http://www.experience.com">www.experience.com</a>	no	

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<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>
35	Florida Division of Cultural Affairs; email: rbashmore@dos.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	
40	Hamline University	<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	Hennepin Technical College; email jobs@hennepintech.com	<a href="http://www.hennepintech.edu/">http://www.hennepintech.edu/</a>	no	
42	Idealist.org	<a href="http://www.idealist.org">www.idealist.org</a>	no	
43	International Association of Business Communicators	<a href="http://www.iabc.com/">http://www.iabc.com/</a>	no	
44	Job Fair	see Section III: Recruitment Initiatives for a list	no	1
45	Journalismjobs.com	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	no	
46	Journalismnext.com	<a href="http://www.journalismnext.com">www.journalismnext.com</a>	no	
47	LA Times (uses Careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
48	Lat Pro	<a href="http://www.latpro.com">www.latpro.com</a>	no	
49	Luther College	<a href="http://career.luther.edu/careerconnection/index.html">http://career.luther.edu/careerconnection/index.html</a>	no	
50	Macalester College; email: cdc@macalester.edu	<a href="http://www.macalester.edu">www.macalester.edu</a>	no	
51	mediabistro.com	<a href="http://www.mediabistro.com">www.mediabistro.com</a>	no	
52	Medill School of Journalism	<a href="http://www.medill.northwestern.edu/medill/">www.medill.northwestern.edu/medill/</a>	no	
53	Metropolitan State University; 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	Miami Herald (uses Careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
55	Michigan State University	Email: <a href="mailto:hinkleyl@msu.edu">hinkleyl@msu.edu</a>	no	
56	Minneapolis College of Art & Design	<a href="http://www.mcadcareerservices.com">www.mcadcareerservices.com</a>	no	
57	Minneapolis Community and Technical College; email: placement@minneapolis.edu	<a href="http://www.minneapolis.edu/index.cfm">http://www.minneapolis.edu/index.cfm</a>	no	
58	Minnesota Broadcasters Association	<a href="http://www.minnesotabroadcasters.com/">www.minnesotabroadcasters.com/</a>	no	
59	Minnesota Council of Nonprofits	<a href="http://www.mncn.org">www.mncn.org</a>	no	2
60	Minnesota Council on Foundations	<a href="http://www.mcf.org/">www.mcf.org/</a>	no	
61	Minnesota Interactive Marketing Association (web jobs)	<a href="http://www.mima.org/jobs">www.mima.org/jobs</a>	no	
62	Minnesota Planned Giving Council	<a href="http://www.mnpgc.org/">http://www.mnpgc.org/</a>	no	
63	Minnesotadiversity.com	<a href="http://www.minnesotadiversity.com">www.minnesotadiversity.com</a>	no	
64	MinnesotaWorks.net	<a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a>	no	
65	Missouri School of Journalism; 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	Monster.com	<a href="http://www.monster.com">www.monster.com</a>	no	
67	Monstertrak.com (colleges)	<a href="http://www.monstertrak.com">www.monstertrak.com</a>	no	

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68	MPR APM SCPR Company Intranet	<a href="http://infoserverwiki.publicradio.org/index.php/Main_Page">http://infoserverwiki.publicradio.org/index.php/Main_Page</a>	no	34
69	MPR APM SCPR Public Website	<a href="http://americanpublicmedia.publicradio.org/careers/">http://americanpublicmedia.publicradio.org/careers/</a>	no	43
70	National Association of Black Journalists (NABJ) - MPR & SCPR separate logins	<a href="http://www.nabj.org">www.nabj.org</a>	no	
71	National Association of Broadcasters (NAB)	<a href="http://www.nab.org">www.nab.org</a>	no	
72	National Association of Hispanic Journalists (NAHJ) email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	<a href="http://www.nahj.org">www.nahj.org</a>	no	
73	National Black MBA Association	<a href="http://www.nbmbaa.org">www.nbmbaa.org</a>	no	
74	National Diversity Newspaper Job Bank	<a href="http://www.newsjobs.com">http://www.newsjobs.com</a>	no	
75	Native American Journalists Association (NAJA)	<a href="http://www.naja.com">www.naja.com</a>	no	
76	New York Foundation for the Arts (nyfa)	<a href="http://www.nyfa.org">www.nyfa.org</a>	no	
77	New York Times (uses Monster.com database)	<a href="http://www.monster.com">www.monster.com</a>	no	
78	New York University - Journalism; email: <a href="mailto:pamela.noel@nyu.edu">pamela.noel@nyu.edu</a>	<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: <a href="mailto:rw/hof@pccj.org">rw/hof@pccj.org</a>	<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	1
88	Society for Environmental Journalists email: <a href="mailto:sej@sej.org">sej@sej.org</a>	<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: <a href="mailto:sbe53@broadcast.net">sbe53@broadcast.net</a>	<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: <a href="mailto:saja@columbia.edu">saja@columbia.edu</a> )	<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 McMorrow, Office Manager, 651- 292- 4381	<a href="http://www.springboardforthearts.org">www.springboardforthearts.org</a>	no	
95	St. Cloud State University; email: <a href="mailto:jobpost@stcloudstate.edu">jobpost@stcloudstate.edu</a>	<a href="http://www.stcloudstate.edu/careerservices/">http://www.stcloudstate.edu/careerservices/</a>	no	
96	St. Olaf College; email: <a href="mailto:glampe@stolaf.edu">glampe@stolaf.edu</a>	<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	3
100	The Chandler Group (retained search firm); Cindy Chandler - 952.471.3000	<a href="http://www.chandgroup.com/">http://www.chandgroup.com/</a>	no	

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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@truesourcerecruiting.com	<a href="http://www.truesourcerecruiting.com/">http://www.truesourcerecruiting.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	
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	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	<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	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)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	3
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	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>				<b>126</b>

**EEO PUBLIC FILE REPORT**  
**December 1, 2006 – November 30, 2007<sup>1</sup>**

**TWIN CITIES SEU (KNOW, KSJN, KCMP)  
AND EMPLOYEES AT KPCC AND KUOR<sup>2</sup>**

**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, 2007, the stations participated in a career fair held in conjunction with the <b>19<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 and a Marketing Manager.
<b>2</b>	Participated in Job Fair (1)	On April 18, 2007, the stations participated in a job fair held in conjunction with the <b>National Association of Broadcasters (NAB)</b> 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.
<b>3</b>	Participated in Job Fair (1)	On April 14, 2007, the stations participated in a job fair held at <b>Columbia University's Graduate School of Journalism</b> in New York, NY. Participants from the stations included the Recruitment Manager and the News Director.
<b>4</b>	Participated in Job Fair (1)	On August 1-4, the stations participated in a job fair held in conjunction with the <b>Asian American Journalists Association's (AAJA)</b> annual convention in Miami, FL. Participants from the stations included the Recruitment Manager and the Miami Bureau Chief.
<b>5</b>	Participated in Job Fair (1)	On August 8, 2007, the stations participated in a job fair held in conjunction with the <b>National Association of Black Journalists' (NABJ)</b> annual convention in Las

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

<sup>2</sup> This report was revised in November 2008 to reflect minor reporting issues.

		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 <b>California Chicano News Media Association's (CCNMA)</b> 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.
7	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, 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.
8	Training Programs for station personnel (8)	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.
9	Mentoring/Training Program for Emerging Leaders (9)	An <b>Emerging Leaders</b> 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.
<b>10</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>11</b>	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.
<b>12</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 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.