

2023 ANNUAL EEO PUBLIC FILE REPORT

Minnesota Public Radio

Stations: KNOW/KSJN/KCMP
Communities of License: Minneapolis/St. Paul, MN
Northfield, MN

Reporting Period: December 1, 2022 – November 30, 2023

No. of Full-time Employees: More than 10
Small Market Exemption: No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<i>Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.</i>	<ol style="list-style-type: none">1. Asian American Journalist Association Convention: July 19-23, 2023<ol style="list-style-type: none">a. Talent Acquisition Managerb. Producerc. President of MPR2. National Association of Black Journalist Convention: August 2-6, 2023<ol style="list-style-type: none">a. Talent Acquisition Managerb. President of MPR3. National Association of Hispanic Journalist Convention: July 12 – 15, 2023<ol style="list-style-type: none">a. Talent Acquisition Managerb. President of MPR4. St. Cloud State University Career Fair<ol style="list-style-type: none">a. Deputy Managing Editor
<i>Hosted at least one job fair.</i>	<ol style="list-style-type: none">1. APMG Virtual Internship Fair: February 7, 2023<ol style="list-style-type: none">a. Deputy Managing Editorb. Program Directorc. Sr Producerd. International CC Managere. Lead Archivistf. Director, Broadcast Production & Operations

	g. Talent Acquisition Managers
<i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	<p>Internships are offered three times a year for students and recent grads (within 1 year) to develop skills for broadcast employment. Internships are paid and may also be eligible for course credit.</p> <p>Listed below are all paid interns:</p> <ul style="list-style-type: none"> 2 – Broadcast Ops – 40 hrs/week, 6 months 1 – Classical – 24 hrs/week, 3 months 2 – MPR News – 40 hrs/week, 3 months 1 – Archive – 40 hrs/week, 12 months 1 – Current – 40 hrs/week, 6 months
<i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	<p>The following training was provided:</p> <ul style="list-style-type: none"> • Racial Equity through Action and Learning (REAL) <ul style="list-style-type: none"> • February 2023 – March 2023 <ul style="list-style-type: none"> ○ Sr. Producer ○ Technical Director ○ Regional Membership Director ○ Associate Music Director ○ Broadcast Engineer ○ Assistant Program Manager ○ Operations Coordinator ○ Sr. Post Production Manager • June 2023 – July 2023 <ul style="list-style-type: none"> ○ Sr. Podcast Production Manager ○ Assistant Production Manager ○ Communication Manager ○ Philanthropic Development Manager • Intern and Fellow Learning Series – June-October 2023 <ul style="list-style-type: none"> ○ Intern ○ Fellow • Utilization and Management of Independent Contractors – June 2023 – July, 2023 <ul style="list-style-type: none"> ○ Mandated training for all people manager and employees utilizing independent contractors • People Manager’s Role in Performance Management – July 2023` <ul style="list-style-type: none"> ○ Mandated training for all people manager • Positive Workplace – Preventing Workplace Harassment – August 2023 – September 2023 <ul style="list-style-type: none"> ○ Companywide mandated training for all employees • Goal Setting for People Manager –

	<p>September, 2023</p> <ul style="list-style-type: none"> ○ Mandated for all people managers ● Everything DiSC Succeed Together – October 2023 <ul style="list-style-type: none"> ○ Program Director ○ Assistant Program Director ○ Radio Production Manger ○ Host / Producer ○ Promotions Manager ● Manager Foundations – September – December 2023 <ul style="list-style-type: none"> ○ Mandated for all new people managers ● Supervising Employees with a Bargained Contract – July 2023 <ul style="list-style-type: none"> ○ Mandated training for all people managers with employees who below to a union
<i>Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</i>	Listed most upper level openings with some combination of the following organizations: Asian American Journalists Association (AAJA), journalisjobs.com , Investigative Reporters and Editors, National Association for Black Journalists (NABJ), National Association for Hispanic Journalists (NAHJ),
<i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i>	For all RFT, PT, Grant Funded and Temporary positions (non-internal hires), each hiring manager undergoes an intake session which discuss hiring practice in accordance to EEOC, APMG's EIDA blueprint, and Positive Workplace – Preventing Harassment & Bullying and Implicit Biases training.

LIST OF POSITIONS FILLED

Actual Start Date	Opportunity Title	Source
01/30/2023	Philanthropic Development Manager	APM Career Website
03/06/2023	Promotions Manager, The Current	Employee Referral
04/10/2023	Digital Fundraising Specialist	Employee Referral
05/08/2023	Network Engineer	LinkedIn
06/20/2023	Reporter II, Education	APM Career Website
06/26/2023	Producer I or II, MPR News	Other
07/05/2023	Senior Editor, MPR News	Other
07/24/2023	Sr Producer, MPR News (MN Now)	Employee Referral

08/13/2023	Associate Producer II or Producer I, MPR News with Angela Davis	APM Career Website
08/23/2023	Sr Editor - Native News, MPR News	Employee Referral
08/28/2023	Reporter II - Native News, MPR News	APM Career Website
10/30/2023	Associate Digital Producer, The Current	APM Career Website
11/13/2023	Development Coordinator	Employee Referral
11/27/2023	Development Data Specialist	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
APM Career Website	32
Corporate for Public Broadcasting	1
Employee Referral	14
Google	5
Indeed	32
Internal Candidate	3
Journalism Jobs	2
LinkedIn	6
MN Council of Nonprofits	4
Other	17
ZipRecruiters	1
Total Number of Persons Interviewed during the Reporting Period:	117

RECRUITING SOURCES USED

Job Title of Position: Philanthropic Development Manager

Date of Hire: 01/30/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Promotions Manager, The Current

Date of Hire: 03/06/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
NABJ	N	https://nabjonline.org/	N/A	N/A
NAHJ	N	http://nahj.org/	N/A	N/A
NLGJA	N	JobBoard@nlgja.org	N/A	JobBoard@nlgja.org
AAJA	N	https://www.aja.org/	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Digital Fundraising Specialist

Date of Hire: 04/10/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
MN Council of Nonprofits	N	https://www.minnesotanonprofits.org	N/A	N/A
Pollen	N	https://www.pollenmidwest.org	N/A	N/A
CPB	N	https://cpb.org/	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Network Engineer

Date of Hire: 05/08/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Reporter II, Education
Date of Hire: 06/20/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
NABJ	N	https://nabjonline.org/	N/A	N/A
NAHJ	N	http://nahj.org/	N/A	N/A
NLGJA	N	JobBoard@nlgja.org	N/A	JobBoard@nlgja.org
AAJA	N	https://www.aaja.org/	N/A	N/A
RTDNA	N	http://www.rtdna.org	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Producer I, MPR News
Date of Hire: 6/26/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
Current.org	N	https://jobs.current.org	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
NABJ	N	https://nabjonline.org/	N/A	N/A
NAHJ	N	http://nahj.org/	N/A	N/A
NLGJA	N	JobBoard@nlgja.org	N/A	JobBoard@nlgja.org
AAJA	N	https://www.aaja.org/	N/A	N/A
NAJA	N	https://naja.org/	N/A	N/A
CPB	N	https://cpb.org/	N/A	N/A
Journalism Jobs	N	https://www.journalismjobs.com/	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Sr Editor, MPR News
Date of Hire: 07/05/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
Current.org	N	https://jobs.current.org	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
IRE	N	https://www.ire.org	N/A	N/A
RTDNA	N	https://www.rtdna.org	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Sr Producer, MPR News (MN Now)
Date of Hire: 07/24/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Producer I, MPR News with Angela Davis
Date of Hire: 08/13/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
Current.org	N	https://jobs.current.org	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
NABJ	N	https://nabjonline.org/	N/A	N/A
NAHJ	N	http://nahj.org/	N/A	N/A
NLGJA	N	JobBoard@nlgja.org	N/A	JobBoard@nlgja.org
AAJA	N	https://www.aja.org/	N/A	N/A
NAJA	N	https://naja.org/	N/A	N/A
CPB	N	https://cpb.org/	N/A	N/A
Journalism Jobs	N	https://www.journalismjobs.org/	N/A	N/A

		bs.com/		
PMJA	N	https://www.pmja.org	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Sr Editor – Native News, MPR News

Date of Hire: 08/23/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Reporter II – Native News, MPR News

Date of Hire: 08/28/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Associate Digital Producer, The Current

Date of Hire: 04/10/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Development Coordinator
Date of Hire: 11/13/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
MN Council of Nonprofits	N	https://www.minnesotanonprofits.org	N/A	N/A
AFP-MN	N	https://www.afpminnesota.org	N/A	N/A
Pollen	N	https://www.pollenmidwest.org	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: Development Data Specialist
Date of Hire: 11/27/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
MN Council of Nonprofits	N	https://www.minnesotanonprofits.org	N/A	N/A
AFP-MN	N	https://www.afpminnesota.org	N/A	N/A
Pollen	N	https://www.pollenmidwest.org	N/A	N/A

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies