

Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
FCC 397					
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. B397 - 20161201ABO	
Legal Name of the Licensee MINNESOTA PUBLIC RADIO					
Mailing Address 480 CEDAR STREET					
City ST. PAUL			State or Country (if foreign address) MN		Zip Code 55101 -
Telephone Number (include area code) 6512901500			E-Mail Address (if available) FCCFILING@MPR.ORG		
FCC Registration Number 0002642510		Facility ID Number 42911			Call Sign KSJN
TYPE OF BROADCAST STATION:		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	
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
<p>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.</p> <p>[Station List]</p>					
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<p>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.</p>					
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	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	
SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:					
Name MELODIE VIRTUE			Street Address 1000 POTOMAC STREET NW, SUITE 200		
City WASHINGTON	State DC	Zip Code 20007-	Telephone Number 2022982527		

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 SYLVIA STROBEL
Title SENIOR VICE PRESIDENT	Telephone No. (include area code) 6512901500
Date 12/1/2016	

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.

Section II**RESPONSIBILITY FOR IMPLEMENTATION**

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: METTE MCLOUGHLIN	Title: SVP & CHIEF HUMAN RESOURCES OFFICER
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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.

Section III

MID-TERM REPORT

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-PERF, 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**Exhibit 1**

Description: KSJN KNOW KCMP EEO REPORTS FOR 2015, 2016

ATTACHED ARE APPLICANT'S EEO REPORTS FOR CALENDAR YEARS 2015 AND 2016.

Attachment 1

Description
KSJN KNOW KCMP EEO Report 2016
KSJN KNOW KCMP EEO report 2015

2014-2015 ANNUAL EEO PUBLIC FILE REPORT

Station(s): KNOW/KSJN/KCMP

Community(ies) of License: Minneapolis/St Paul, MN, Northfield, MN

Reporting Period: December 1, 2014 – November 30, 2015

Number of Full-time Employees:	299
Small Market Exemption:	N

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):

Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.

1) National Association of Black Journalists | National Convention and Career Fair

2) Excellence in Journalism | National Convention and Career Fair (collaboration with National Association of Hispanic Journalists, Radio Television Digital News Association, and Society of Professional Journalists

3) Asian American Journalists Association | National Convention and Career Fair

4) Columbia Graduate School of Journalism Career Fair

Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe: Internships are offered year-round for students and recent grads to develop skills for broadcast employment. Internships are both paid and unpaid/for course credit.

Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Describe: An Emerging Leaders program is offered annually to develop the next generation of station leadership and retain our high potential employees.

Established a **mentoring** program for station personnel.

Describe: A mentoring program is built into the Emerging Leaders program described above.

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.

Identify job banks/newsletters California Chicano News Media Association (CCNMA), National Association of Black Journalists (NABJ), Asian American Journalists Association (AAJA), the National Association of Hispanic Journalists (NAHJ), journalismnext.com.

LIST OF POSITIONS FILLED

Date of Hire	Posted Job and Posted Job #	Recruitment Source Referring Hiree
12/15/15	Account Executive #154-15	Employee Referral
01/12/15	Campaign Development Officer, Individual Gifts #125-15	Employee Referral
01/20/15	Campaign Manager #139-15	Employee Referral
07/07/15	Correspondent, Race & Multicultural Issues #183-15	APM Careers Website
10/28/15	Development Operations Specialist #123-16	Minnesota Council of Nonprofits
05/11/15	Director, Broadcast & Media Operations #151-15	APM Careers Website
09/21/15	Fundraising & Events Specialist #107-16	Twitter
07/27/15	Master Control Specialist #200-15	APM Careers Website
09/14/15	Member & Audience Services Representative #110-16	Northforce
01/17/15	Member and Audience Services Representative #180-15	Employee Referral
09/23/15	Member and Audience Services Representative #120-16	Indeed
07/27/15	Member and Audience Services Representative #203-15	Indeed
09/09/15	Membership Fundraising Specialist #108-16	Company Email
08/03/15	Music Director, CMS#190-15	Employee Referral
07/20/15	National Fundraising Manager # 192-15	Employee Referral
01/12/15	Reporter I, General Assignment #146-15	Employee Referral
02/17/15	Reporter I, General Assignment #168-15	Employee Referral
10/28/15	Senior Administrative Assistant #129-16	APM Careers Website
05/18/15	Senior Administrative Assistant, Philanthropic Development #182-15	Employee Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

(Total Number of persons interviewed during the reporting period: 114)

Recruitment Sources Referring Interviewees During Reporting Period	# of Persons Interviewed that the Source Referred
APM Careers Website	22
Company Email	4
Craigslist	1
Employee Referral	28
Facebook	1
Indeed	21
JobPiper	1
Linked In	1
Minnesota Council of Nonprofits	13
Northforce	2
Other	7
Other Website	1
pollenmidwest.org	1
Twitter	2
Word of Mouth	9

RECRUITING SOURCES USED

Recruiting Source	Contact Information
Advertising Agency & Creative Jobs Minneapolis - Egotist	http://www.themplsegotist.com/jobs
All Digitocracy	http://alldigitocracy.org/jobs/
American Broadcasting School	http://www.radioschool.com/
American Public Media Careers website	http://americanpublicmedia.publicradio.org/careers/
Asian American Journalists Association (AAJA)	www.ajaa.org and listserve
ASU Walter Cronkite School	http://cronkite.asu.edu/
Augsburg College; email: tilton@augsborg.com	http://www.augsburg.edu/cswl/
Bethel College; email: career- services@bethel.edu	www.bethel.edu/career-services/employers/post-job
Brown College	www.browncollege.edu
California Chicano News Media Association (CCNMA)	http://ccnma.org/
Carlson School of Management	http://www.cars.csom.umn.edu
Carlton College; email: careercenter@acs.car leton.edu	www.apps.carleton.edu/campus/career/employers
Center for Nonprofit Management	www.cnmsocal.org
College of St. Ben/St. John University	www.experience.com
College of St. Catherine	www.experience.com
Columbia Graduate School of Journalism - NYC; email: jh548@columbia.edu; postjobs@jrn.columbi a.edu	www.jrn.columbia.edu/
Concordia College	http://www2.nacelink.com/nl_central_employer.php
Corporation of Public Broadcasting (CPB)	www.cpb.org/jobline/
Craigslist	https://craigslist.org/
CURRENT Magazine; Email	www.current.org/advertise/adsclass.shtml

Menla@current.org (Kelsang Menla - contact)	
Djangogigs	www.djangogigs.com
Dunwoody College	https://www.dunwoody.edu/content/default.cfm?pid=83
Facebook: American Public Media Group Jobs	https://www.facebook.com/apmgjobs/?fref=ts
Glassdoor.com	https://www.glassdoor.com/index.htm
Grinnell College; email: career@grinnell.edu	www.grinnell.edu
Hamline University	http://www.hamline.edu/hamline_info/offices_services/student_relations/studentaffairs/cdc/employers/job_entry_form.html
Hennepin Technical College; email jobs@hennepintech.c om	http://www.hennepintech.edu/
Indeed.com	http://www.indeed.com/
Institute of Production and Recording	www.ipr.edu
Internship Program	n/a
Job Fair	see Recruitment Initiatives for a list
Job Inventory	http://www.jobinventory.com/
JobPiper	http://jobpiper.com/
Jobs.com	http://www.jobs.com/
Jooble	http://us.jooble.org/
Journalismjobs.com	www.journalismjobs.com
Journalismnext.com	www.journalismnext.com
JuJu.com	http://www.juju.com/
Keystone Search	www.keystonesearch.com
Linked In	www.linkedin.com
LOCUS	locus.mn@gmail.com
Luther College	http://career.luther.edu/careerconnection/index.html
Macalester College; email: cdc@macalester.edu	www.macalester.edu
McNally Smith College of Music	www.mcnallysmith.edu
mediabistro.com	www.mediabistro.com
Medill School of Journalism	www.medill.northwestern.edu/medill/
Metropolitan State University; email job postings to:	http://www.metrostate.edu/career/employer.html

career.services@metr ostate.edu	
Mima.org	www.mima.org
Minneapolis College of Art & Design	www.mcadcareerservices.com
Minneapolis Community and Technical College; email: placement@minneap olis.edu	http://www.minneapolis.edu/index.cfm
Minnesota Broadcasters Association	www.minnesotabroadcasters.com/
Minnesota Council of Nonprofits	www.mncn.org
Minnesota Council on Foundations	www.mcf.org/
Minnesota Planned Giving Council	http://www.mnpgc.org/
Minnesotadiversity.co m	www.minnesotadiversity.com
MinnesotaTechJobs	http://www.minnesotatechjobs.com/registration/?user_group_id=Employer
Minnesota Works	https://www.minnesotaworks.net/
Missouri School of Journalism; email: sengsavanhp@missou ri.edu	http://journalism.missouri.edu/forms/job-form.html
MPR APM SCPR Company Intranet	http://infoserverwiki.publicradio.org/index.php/Main_Page
NAACP	http://www.naacp.org/
National Association of Black Journalists (NABJ) - MPR & SCPR separate logins	www.nabj.org
National Association of Broadcasters (NAB)	www.nab.org
National Association of Hispanic Journalists (NAHJ) email: jobbank@nahj.org	www.nahj.org
Native American Journalists Association (NAJA)	www.naja.com
New York University - Journalism; email: pamela.noel@nyu.ed u	http://journalism.nyu.edu/careerservices/jobs/
NORTHFORCE	http://www.northforce.org/

NYFA – New York Foundation for the Arts	https://www.nyfa.org/
Online News Association	http://journalists.org/networking/job_postings.asp
Oodle.com	http://jobs.oodle.com/careers/saint-paul-mn/
PaidContent.org	www.paidcontent.org
Pew Center for Civic Journalism; email: rwyhof@pccj.org	http://www.pewcenter.org/
Pollen	www.pollenmidwest.org
Power to Fly	https://www.powertofly.com/
Poynter Institute (Journalism)	www.poynter.org
PRADO Listserve	http://www.pradoweb.org/index.asp?Type=B_BASIC&SEC=%7BE223A5B0-4CA9-468D-8A3A-A56B7C6D8406%7D
Radio-Television News Directors Association (RTNDA)	www.rtna.org/jobs/
Recruit.net	http://usa.recruit.net/
Romanesko.com	http://jimromenesko.com/journalism-jobs/
SimplyHired	http://www.simplyhired.com/
Society of Broadcast Engineers (national)	http://www.sbe.org/career_jobsonline.php
Southern CA Broadcasters Association	http://www.scba.com/
Springboard for the Arts	http://springboardforthearts.org/resources-and-referrals/post-a-job/
St. Cloud State University; email: jobpost@stcloudstate.edu	http://www.stcloudstate.edu/careerservices/
St. Paul Technical College	https://www.myinterfase.com/saintpaul/employer/
Stackoverflow	www.careers.stackoverflow.com
The Academy of Radio Broadcasting	http://arbradio.com/
The Chandler Group	http://www.chandgroup.com/
The Chronicle of Philanthropy Careers	http://careers.philanthropy.com
The Wood Group	www.thewoodgroupinc.com
triplearadio.com	www.triplearadio.com
Trovit	https://www.trovit.com/
TV and Radio Jobs	http://tvandradijobs.com/cgi-bin/classifieds/classifieds.cgi
Twin Cities Diversity Roundtable	

Twin Cities Human Resource Association	http://www.tchra.org/
Twitter	https://twitter.com/apmgjobs
Twitter JobWatch (USA only)	
UC Berkeley Graduate School of Journalism	http://journalism.berkeley.edu/
UCLA	http://ucla-csm.symplicity.com//employers
University of Minnesota Duluth	http://careers.d.umn.edu/joblink/
University of Minnesota School of Journalism	https://goldpass.umn.edu/goldpass
University of Nebraska - Lincoln	Email: Fblythe@Unl.Edu (E-mail)
University of St. Thomas	http://www.stthomas.edu/cob/graduate/careers/
University of Wisconsin - LaCrosse; email: career@mail.uwlax.edu	http://www.uwlax.edu/
US Jobs	http://us.jobs/
Wartburg College	www.wartburg.edu

2015-2016 ANNUAL EEO PUBLIC FILE REPORT

Station(s): KNOW/KSJN/KCMP

Community(ies) of License: Minneapolis/St Paul, MN
Northfield, MN

Reporting Period: December 1, 2015 – November 30, 2016

Number of Full-time Employees:

314

Small Market Exemption:

N

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):

Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.

1) National Association of Black Journalists | National Convention and Career Fair

2) Excellence in Journalism | National Convention and Career Fair (collaboration with National Association of Hispanic Journalists, Radio Television Digital News Association, and Society of Professional Journalists

3) Asian American Journalists Association | National Convention and Career Fair

4) Columbia Graduate School of Journalism Career Fair

Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe: Internships are offered year-round for students and recent grads to develop skills for broadcast employment. Internships are paid with the option of also obtaining course credit.

Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Describe: An Emerging Leaders program is offered annually to develop the next generation of station leadership and retain our high potential employees.

Established a **mentoring** program for station personnel.

Describe: A mentoring program is built into the Emerging Leaders program described above.

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.

Identify job banks/newsletters
California Chicano News Media Association (CCNMA), National Association of Black Journalists (NABJ), Asian American Journalists Association (AAJA), the National Association of Hispanic Journalists (NAHJ), journalismnext.com.

LIST OF POSITIONS FILLED

Hire Date	Posted Job	Referral Source of person hired
1/4/2016	Host, The Current (morning)	Employee Referral
1/14/2016	Senior Reporter, K 12 MPR News	Employee Referral
1/19/2016	Leadership and President's Circle Manager	Minnesota Council of Nonprofits
1/20/2016	Senior Reporter, Politics MPR News	Employee Referral
2/1/2016	Development Operations Specialist	Company Email
2/8/2016	Broadcast Engineer	Society of Broadcast Engineers
2/16/2016	Associate Software Engineer	Indeed
2/19/2016	Senior Producer, MPR News	Company Email
2/19/2016	Weekend Meteorologist	APM Careers Website
2/22/2016	Project Coordinator	APM Careers Website
3/14/2016	Senior Administrative Assistant, Philanthropic Development	Indeed
3/28/2016	Senior Administrative Assistant, MPR News	Randstad
3/28/2016	Producer, MPR	Employee Referral
5/4/2016	Director of Major and Planned Giving	Taylor Cohen (retained search)
5/16/2016	Senior Network Engineer	Facebook
6/27/2016	Web Developer	Employee Referral
7/5/2016	Associate Digital Producer	APM Careers Website
8/8/2016	Technical Director	Employee Referral
8/15/2016	Assistant Producer, Morning Edition	Refer.io
8/29/2016	Network Engineer	Robert Half
9/12/2016	Systems Administrator, Windows	Indeed
9/12/2016	Senior Reporter, MPR News (Rochester Bureau)	Employee Referral
10/5/2016	Membership "Direct" Fundraising Specialist	Employee Referral
10/24/2016	Senior Network Engineer	Employee Referral
1/11/2016	Manager, Development Operations	Company Email

INTERVIEWEE REFERRAL SOURCE SUMMARY

(Total number of persons interviewed during the reporting period: 204)

Recruitment Sources Referring Interviewees During Reporting Period	# of Persons Interviewed that the Source Referred
APM Careers Website	40
Allaccess.com	6
Company Email	3
Employee Referral	30
Facebook	10
Glassdoor	1
Indeed	57
Linked In	6
Minnesota Council of Nonprofits	13
MinnesotaWorks	1
Other Website	2
Pollen	2

Prime Digital Academy	1
Randstad	1
Refer.io	6
Robert Half	1
Simply Hired	1
Society of Broadcast Engineers	1
Twitter	3
Word of Mouth	18
www.jobdig.com	1

RECRUITING SOURCES USED

Recruiting Source	Contact Information
Allaccess.com	www.allaccess.com
All Digitocracy	http://alldigitocracy.org/jobs/
American Broadcasting School	http://www.radioschool.com/
American Public Media Careers website	http://americanpublicmedia.publicradio.org/careers/
Asian American Journalists Association (AAJA)	www.ajja.org and listserve
ASU Walter Cronkite School	http://cronkite.asu.edu/
Augsburg College; email: tilton@augsborg.com	http://www.augsburg.edu/cswl/
Bethel College; email: career-services@bethel.edu	www.bethel.edu/career-services/employers/post-job
Brown College	www.browncollege.edu
California Chicano News Media Association (CCNMA)	http://ccnma.org/
Carlson School of Management	http://www.cars.csom.umn.edu
Carlton College; email: careercenter@acs.carleton.edu	www.apps.carleton.edu/campus/career/employers
Center for Nonprofit Management	www.cnmsocal.org
College of St. Ben/St. John University	www.experience.com
College of St. Catherine	www.experience.com
Columbia Graduate School of Journalism - NYC; email: jh548@columbia.edu ; postjobs@jrn.columbia.edu	www.jrn.columbia.edu/
Concordia College	http://www2.nacelink.com/nl_central_employer.php
Corporation of Public Broadcasting (CPB)	www.cpb.org/jobline/
Craigslist	https://craigslist.org/

CURRENT Magazine; Email Menla@current.org (Kelsang Menla - contact)	www.current.org/advertise/adsclass.shtml
Djangogigs	www.djangogigs.com
Dunwoody College	https://www.dunwoody.edu/content/default.cfm?pid=83
Facebook: American Public Media Group Jobs	https://www.facebook.com/apmgjobs/?fref=ts
Glassdoor.com	https://www.glassdoor.com/index.htm
Grinnell College; email: career@grinnell.edu	www.grinnell.edu
Hamline University	http://www.hamline.edu/hamline_info/offices_services/student_relations/studentaffairs/cdc/employers/job_entry_for_m.html
Hennepin Technical College; email jobs@hennepintech.com	http://www.hennepintech.edu/
Indeed.com	http://www.indeed.com/
Institute of Production and Recording	www.ipr.edu
Internship Program	n/a
Job Fair	see Recruitment Initiatives for a list
JobPiper	http://jobpiper.com/
Jobs.com	http://www.jobs.com/
Journalismjobs.com	www.journalismjobs.com
Journalismnext.com	www.journalismnext.com
Linked In	www.linkedin.com
LOCUS	locus.mn@gmail.com
Luther College	http://career.luther.edu/careerconnection/index.html
Macalester College; email: cdc@macalester.edu	www.macalester.edu
McNally Smith College of Music	www.mcnallysmith.edu
mediabistro.com	www.mediabistro.com
Medill School of Journalism	www.medill.northwestern.edu/medill/
Metropolitan State University; email job postings to: career.services@metrostate.edu	http://www.metrostate.edu/career/employer.html
Mima.org	www.mima.org
Minneapolis College of Art & Design	www.mcadcareerservices.com
Minneapolis Community and Technical College; email: placement@minneapolis.edu	http://www.minneapolis.edu/index.cfm
Minnesota Broadcasters Association	www.minnesotabroadcasters.com/
Minnesota Council of Nonprofits	www.mncn.org
Minnesota Council on Foundations	www.mcf.org/
Minnesota Planned Giving Council	http://www.mnpgc.org/
Minnesotadiversity.com	www.minnesotadiversity.com
MinnesotaTechJobs	http://www.minnesotatechjobs.com/registration/?user_group_id=Employer

Minnesota Works	https://www.minnesotaworks.net/
Missouri School of Journalism; email: sengsavanhp@missouri.edu	http://journalism.missouri.edu/forms/job-form.html
MPR APM SCPR Company Intranet	http://infoserverwiki.publicradio.org/index.php/Main_Page
NAACP	http://www.naACP.org/
National Association of Black Journalists (NABJ) - MPR & SCPR separate logins	www.nabj.org
National Association of Broadcasters (NAB)	www.nab.org
National Association of Hispanic Journalists (NAHJ) email: jobbank@nahj.org	www.nahj.org
Native American Journalists Association (NAJA)	www.naja.com
New York University - Journalism; email: pamela.noel@nyu.edu	http://journalism.nyu.edu/careerservices/jobs/
NORTHFORCE	http://www.northforce.org/
NYFA – New York Foundation for the Arts	https://www.nyfa.org/
Online News Association	http://journalists.org/networking/job_postings.asp
Oodle.com	http://jobs.oodle.com/careers/saint-paul-mn/
PaidContent.org	www.paidcontent.org
Pew Center for Civic Journalism; email: rwyhof@pccj.org	http://www.pewcenter.org/
Pollen	www.pollenmidwest.org
Power to Fly	https://www.powertofly.com/
Poynter Institute (Journalism)	www.poynter.org
PRADO Listserve	http://www.pradoweb.org/index.asp?Type=B_BASIC&SEC=%7BE223A5B0-4CA9-468D-8A3A-A56B7C6D8406%7D
Prime Digital Academy	https://primeacademy.io/
Radio-Television News Directors Association (RTNDA)	www.rtna.org/jobs/
Randstad (employment agency)	https://www.randstadusa.com/
Refer.io	www.refer.io
SimplyHired	http://www.simplyhired.com/
Society of Broadcast Engineers (national)	http://www.sbe.org/career_jobonline.php
Springboard for the Arts	http://springboardforthearts.org/resources-and-referrals/post-a-job/
St. Cloud State University; email: jobpost@stcloudstate.edu	http://www.stcloudstate.edu/careerservices/

St. Paul Technical College	https://www.myinterfase.com/saintpaul/employer/
Stackoverflow	www.careers.stackoverflow.com
The Academy of Radio Broadcasting	http://arbradio.com/
The Chronicle of Philanthropy Careers	http://careers.philanthropy.com
triplearadio.com	www.triplearadio.com
Trovit	https://www.trovit.com/
TV and Radio Jobs	http://tvandradijobs.com/cgi-bin/classifieds/classifieds.cgi
Twin Cities Diversity Roundtable	Email newsletter
Twitter	https://twitter.com/apmgjobs
UC Berkeley Graduate School of Journalism	http://journalism.berkeley.edu/
UCLA	http://ucla-csm.symplicity.com//employers
University of Minnesota Duluth	http://careers.d.umn.edu/joblink/
University of Minnesota School of Journalism	https://goldpass.umn.edu/goldpass
University of St. Thomas	http://www.stthomas.edu/cob/graduate/careers/
University of Wisconsin - LaCrosse; email: career@mail.uwlax.edu	http://www.uwlax.edu/
US Jobs	http://us.jobs/
Wartburg College	www.wartburg.edu