November 21, 2011 to November 20, 2012

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Writer/Blogger, The Current	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	33
Associate Producer, Morning Edition	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	33
Assistant Producer	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	33
Assistant Producer	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	69
Associate Producer	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155, 45	45
Senior Reporter, Public Insight Network	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	69
Senior Reporter, Public Insight Network	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Associate Engagement Editor, PIN	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Account Executive	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Software Engineer, PIN	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	151
Senior Software Engineer, PIN	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
Office Coordinator, Technology &	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Operations Reporter II/ Producer, PIN	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Broadcast Engineer	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
Development Officer, IG	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Member Services Representative	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Linux Administrator	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Windows System Administrator	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
End User Computing Support Specialist	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
Production Systems Administrator	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
Senior Planned Giving Officer	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Director, Development Services	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	100
Director, Major and Planned Giving	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155, 100 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	100
Project Coordinator	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155, 100 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Co-Host, SCPR	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Vice President, Content	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	145
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155, 145	
Correspondent, Early Childhood Development	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	33
	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	33
Reporter II, Crime and Courts	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	142
Reporter II, Immigration/Emerging Communities	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	69

November 21, 2011 to November 20, 2012

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter II, SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Web Developer, Django/Rails	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
web beveloper, bjango/kans	2, 9, 10, 11, 13, 17, 22, 33, 36, 41, 30, 33, 37, 36, 03, 06, 09, 78, 83, 92, 93, 90, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	09
Sr Reporter, Online/Blogger, Politics	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
of Reporter, Offine, blogger, Folitics	2, 9, 10, 11, 13, 17, 22, 33, 36, 41, 30, 33, 35, 37, 38, 03, 08, 09, 78, 83, 92, 93, 90, 114, 111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	33
Digital Revenue Strategist	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	151
Digital Revenue Strategist		131
Editor, SCPR	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155 2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
Editor, SCPR		69
Reporter I, Business/Economy	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	5
Reporter I, Business/Economy	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	5
Marks to confict CCDD	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155, 5	22
Media Journalist, SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Associate Visuals Producer, SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	5
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155, 5	
Associate Editor, Web & Mobile News	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Reporter II/Blogger (Homepage)	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Producer/Reporter II, SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Producer/Reporter II, SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Membership Specialist, SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Member Benefits Representative	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Reporter II, Orange County	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Assistant Community Editor/Reporter	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Technology Support Specialist	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	120
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155, 120	
Project Manager, SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Managing Editor, Online SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	69
,	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Editor, Breaking News	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
,, J	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	
Executive Editor, SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	145
	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155, 145	
Associate Producer, SCPR	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114,	33
Associate Froducer, Ser II	111, 112, 130, 131, 132, 133, 138, 141, 142, 144, 151, 155	55

November 21, 2011 to November 20, 2012

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Bethel College; email: career- services@bethel.edu	
California Chicano News Media Association (CCNMA) email: commaindo@comma.org 12 California Journalism Job Bank 13 California Journalism Job Bank 14 (CalJobs) 15 Carerobulider.com 16 Carlson School of Management 17 Carerobulider.com 18 Center for Nonprofit Management 19 comport Management 10 comport Management 10 comport Management 11 comport Management 12 comport Management 13 Center for Nonprofit Management 14 comport Management 15 Carerobulider.com 16 cartson School of Management 17 carerocenter@acs.carleton.edu 18 Center for Nonprofit Management 19 comport Management 19 comport Management 19 comport Management 20 college of St. Ben/St. John University 21 college of St. Ben/St. John University 22 college of St. Ben/St. John University 23 college of St. Carlson Management 24 concord Technology, Inc. (contingent search firm); Erik Jacobs - 952-920-8587 25 corporation of Public Broadcasting (CPB) 26 Crajslist 27 Creative Hotlist 28 Corporation of Public Broadcasting (CPB) 29 DEI Worksite 20 DEI Worksite 20 Management 21 College of St. Carlson St. John University 22 Management 23 contact) 24 Concord Scollege 25 Corporation of Public Broadcasting (CPB) 26 Crajslist 27 Creative Hotlist 28 Corporation of Public Broadcasting (CPB) 29 DEI Worksite 20 Management 20 Management 21 College 22 Creative Hotlist 23 Management 24 Concord Scollege 25 Corporation of Public Broadcasting (CPB) 26 Crajslist 27 Creative Hotlist 28 Contact) 29 DEI Worksite 30 Dice.com 31 Dunwoody College 32 Editor & Publisher 33 Word of mouth 34 Neww.carealiokastastific	
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12 California Journalism Job Bank http://www.csne.org/lobs/postings.html no California Lutheran University Cynthia Smith; email: csmith@clunet.edu no California Unemployment Department (California Unemployment Department http://www.edd.ca.gov/ no Myww.careerbuilder.com no Myww.careerloom.com no Mywww.careerloom.com no Myyr.com.com no Mywww.careerloom.com no Mywww.careerloom.com no Myww.careerloom.com no Myww.careerloom	
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California Unemployment Department (CalJobs) 15 Careerbuilder.com 16 Carfson School of Management 17 careercenter@acs.carleton.edu 18 Center for Nonprofit Management 19 cmj.com (music industry) 20 College of St. Ben/St. John University 21 College of St. Catherine 21 College of St. Catherine 22 postjobs@jrn.columbia.edu 22 postjobs@jrn.columbia.edu 23 search firm); Erik Jacobs - 952-920-8587 24 Concordia College 25 Corporation of Public Broadcasting (CPB) 26 Craigslist 27 Creative Holtist 28 Cortact 29 DEI Worksite 29 DEI Worksite 29 DEI Worksite 29 DEI Worksite 20 Lotlege of St. Catherine 20 College of St. Catherine 21 College of St. Catherine 22 Descorne 23 Search firm); Erik Jacobs - 952-920-8587 24 Concordia College 25 Corporation of Public Broadcasting (CPB) 26 Craigslist 27 Creative Holtist 28 Cortact) 29 DEI Worksite 29 DEI Worksite 29 DEI Worksite 29 DEI Worksite 20 Nove Core of Cultural Affairs; email: 20 Editor & Publisher 20 Publisher 21 Cortact India Management 22 Editor & Publisher 23 Editor & Publisher 24 Editor & Publisher 25 Corporation of Cultural Affairs; email: 26 FMQB - AAA Format music industry jobs 27 Page AAA Format music industry jobs 28 Cortact Cortact Corporation of Cultural Affairs; email: 29 DEI Worksite Www.deiworksite.com 20 Nove AAA Format music industry jobs	
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15 Careerbuilder.com www.careerbuilder.com no 16 Carlson School of Management http://www.cars.csom.umn.edu no Carlton College; email:	
Carlson School of Management http://www.cars.csom.umn.edu no	
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29 Orignal College: ampile agrees@arignall.odu	
38 Grinnell College; email: career@grinnell.edu <u>www.grinnell.edu</u> no 39 Gustavus Adolphus www.experience.com no	
39 Gustavus Adolphus www.experience.com no http://www.hamline.edu/hamline info/offices services/student r	
40 Hamline University elations/studentaffairs/cdc/employers/job_entry_form.html no Hennepin Technical College; email	
41 jobs@hennepintech.com http://www.hennepintech.edu/ no 42 Idealist.org www.idealist.org no	

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RS	Po N. v.	200	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS Over Reporting
Number	RS Name International Association of Business	RS Contact Info	(Yes/No)	Period
	Communicators	http://www.iabc.com/	no	
44	Job Fair	see Section III: Recruitment Initiatives for a list	no	
45	Journalismjobs.com	www.journalismjobs.com	no	2
46	Journalismnext.com	www.journalismnext.com	no	
	LA Times (uses Careerbuilder.com			
	database)	www.careerbuilder.com	no	
48	Lat Pro	www.latpro.com	no	
	Luther College Macalester College; email:	http://career.luther.edu/careerconnection/index.html	no	
	cdc@macalester.edu	www.macalester.edu	no	
	mediabistro.com	www.madalester.edu www.mediabistro.com	no	
	Medill School of Journalism	www.medill.northwestern.edu/medill/	no	
	Metropolitan State University; email job postings to: career.services@metrostate.edu	http://www.metrostate.edu/career/employer.html	no	
	Miami Herald (uses Careerbuilder.com			
	database)	www.careerbuilder.com	no	
	Michigan State University	Email: hinkleyl@msu.edu	no	
	Minneapolis College of Art & Design Minneapolis Community and Technical College; email:	www.mcadcareerservices.com	no	
	placement@minneapolis.edu	http://www.minneapolis.edu/index.cfm	no	
58	Minnesota Broadcasters Association	www.minnesotabroadcasters.com/	no	
	Minnesota Council of Nonprofits	www.mncn.org	no	1
	Minnesota Council on Foundations Minnesota Interactive Marketing Association	www.mcf.org/	no	
61	(web jobs)	www.mima.org/jobs	no	
	Minnesota Planned Giving Council	http://www.mnpgc.org/	no	
	Minnesotadiversity.com MinnesotaWorks.net	www.minnesotadiversity.com www.minnesotaworks.net	no no	
	Missouri School of Journalism; email:	www.minnesotaworks.net	110	
	sengsavanhp@missouri.edu	http://journalism.missouri.edu/forms/job-form.html	no	
	Monster.com	www.monster.com	no	
67	Monstertrak.com (colleges)	www.monstertrak.com	no	
	MPR APM SCPR Company Intranel	http://infoserverwiki.publicradio.org/index.php/Main_Page	no	21
	MPR APM SCPR Public Website National Association of Black Journalists	http://americanpublicmedia.publicradio.org/careers/	no	45
70	(NABJ) - MPR & SCPR separate logins	www.nabi.org	no	
71	National Association of Broadcasters (NAB)	www,nab.org	no	
	National Association of Hispanic Journalists (NAHJ) email: jobbank@nahj.org	www.nahj.org	no	
	National Black MBA Association	www.nbmbaa.org	no	
	National Diversity Newspaper Job Bank	http://www.newsjobs.com	no	
	Native American Journalists Association			
	(NAJA) New York Foundation for the Arts (nyfa)	www.naja.com www.nyfa.org	no no	
	New York Times (uses Monster.com	<u>www.iiyia.urg</u>	110	
77	dabase) New York University - Journalism; email:	www.monster.com	no	
78	pamela.noel@nyu.edu	http://journalism.nyu.edu/careerservices/jobs/	no	
79	Newslink	http://newslink.org	no	
	NonProfit Times Jobs (NPT Jobs)	www.careercenter.nptimes.com	no	
	nonprofitoyster.com	www.nonprofitoyster.com	no	
	PaidContent.org Pew Center for Civic Journalism: email:	www.paidcontent.org	no	
83	rwyhof@pccj.org	http://www.pewcenter.org/	no	
	Poynter Institute (Journalism)	www.poynter.org	no	
	Public Relations Society of America (PRSA)	http://www.prsa.org/	no	
	Radio-Television News Directors Association (RTNDA)	www.rtnda.org/jobs/	no	
	Saint Paul Pioneer Press (uses Careerbuilder.com database)	www.careerbuilder.com	no	
	Society for Environmental Journalists			
88	email: sej@sej.org	<u>www.sej.org</u>	no	

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RS Number	RS Name	RS Contact Info	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS Over Reporting Period
89	Society of American Business Editors and Writers (SABEW)	http://www.sabew.org/	no	
	Society of Broadcast Engineers (Miami)			
90	email: sbe53@broadcast.net	http://www.broadcast.net/~sbe53/jobs.html	no	
91	Society of Broadcast Engineers (national) South Asian Journalists Association (email:	http://www.sbe.org/career_jobsonline.php	no	3
92	saja@columbia.edu) South Florida Sun Sentinel (uses	www.saja.org	no	
93	Careerbuilder.com database)	www.careerbuilder.com	no	
94	Springboard for the Arts; Caly McMorrow, Office Manager, 651- 292- 4381	www.springboardforthearts.org	no	
- 01	St. Cloud State University; email:	www.opmingboardioranouno.org	110	
95	jobpost@stcloudstate.edu	http://www.stcloudstate.edu/careerservices/	no	
96 97	St. Olaf College; email: glampe@stolaf.edu St. Paul Technical College	http://www.stolaf.edu/services/pep/ https://www.myinterfase.com/saintpaul/employer,	no	
98	Startribune.com/Jobs	nttps://www.myinteriase.com/saintpaui/employer/ www.startribune.com	no no	
30	The Chandler Group (retained search firm);	www.startflbuffe.com	110	
100	Cindy Chandler - 952.471.3000	http://www.chandgroup.com/	no	5
101	The Chronicle of Philanthropy Careers	http://careers.philanthropy.com	no	Ť
	The Wood Group (retained search firm);			
102	Judy Wood - 952-546-6997	www.thewoodgroupinc.com	no	
103	triplearadio.com	www.triplearadio.com	no	
	True Source Recruiting (contingent search			
104	firm); Brad Arthur - clients@truesourcerecruiting.com	http://www.truesourcerecruiting.com/	no	
	Twin Cities Human Resource Association			
105	(TCHRA) Twin Cities Media Network (TCMN) - all	www.tchra.org/jobs/job_default.asp	no	
106	media jobs	www.tcmn-awrt.org/jobmart.html	no	
107	UC Berkeley Graduate School of Journalism	http://journalism.berkeley.edu/	no	
108	UCLA	http://ucla-csm.symplicity.com//employers	no	
109	University of Minnesota Duluth	http://careers.d.umn.edu/joblink/	no	
	University of Minnesota School of			
110	Journalism	https://goldpass.umn.edu/goldpass	no	
111	University of Nebraska - Lincoln University of Southern California -	Email: Fblythe@Unl.Edu (E-mail)	no	
	Annenberg School of Communication;			
112	email: tburgess@usc.edu	http://ascweb.usc.edu/home.php	no	
113	University of St. Thomas University of Wisconsin - LaCrosse; email:	http://www.stthomas.edu/cob/graduate/careers/	no	
114	career@mail.uwlax.edu	http://www.uwlax.edu/	no	
115	Variety	http://www.variety.com/index.asp?layout=variety_careers	no	
116	Voices & Venues (S. Florida Arts News)	www.voicesandvenues.com/AboutUs.aspx	no	
117	www.allaccess.com (music/radio industry)	www.allaccess.com	no	
118	Yahoo Hot Jobs	www.hotjobs.yahoo.com	no	
119	Yale Divinity School Robert Half International (temporary	http://www.yale.edu/divinity/career/form_career_ads.shtm	no	
120	placement); phone: 651-293-8033 Technical Recruiter Chuck Cook,	www.rhi.com	no	1
121	Remington (CA); phone: (310) 445-3300	n/a	no	
122	Internship Program	n/a	no	
123	DiversityInc.com	www.diversityinc.com	no	
124	Recruiters of Minnesota (technology recruiters); phone: 952-473-9489	www.recruitersofmn.com	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)	www.careerbuilder.com	no	
127	City Pages	www.careerbuilder.com www.citypages.com	no	
128	Softwarejobs.com	www.softwarejobs.com	no	
129	Brown College	www.browncollege.edu	no	
130	Institute of Production and Recording	www.ipr.edu	no	
131	City University of New York	www.cuny.edu	no	
132	San Francisco State University	www.sfsu.edu	no	

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RS			Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS Over Reporting
Number	RS Name	RS Contact Info	(Yes/No)	Period
133	Wartburg College	www.wartburg.edu	no	
134	American Women in Radio and Television	<u>www.arwrt-mn.org</u>	no	
135	McNally Smith College of Music	www.mcnallysmith.edu	no	
136	Fargo Forum	www.fargoforum.com	no	
	Sage Solutions (retained search); 952-261-			
137	6101	sm@sagemn.com	no	
		https://hks-harvard-		
		csm.symplicity.com/employers/index.php?signin_tab=0&js_disa		
138	The Harvard Kennedy School	bled=0	no	
139	Online News Association	http://journalists.org/networking/job_postings.asp	no	
140	Linked In	www.linkedin.com	no	1
	Facebook (various company pages: 89.3			
141	The Current, MPR NewsQ, etc)	www.facebook.com	no	
142	Twitter	www.twitter.com/APMJobs	no	8
	Southern California Broadcasters			
143	Association	www.scba.com	no	
144	MPR Volunteer Database	email listserve	no	
145	Stanton Chase (retained search)	www.stantonchase.com	no	9
146	n/a	n/a	no	
147	www.railsjob.com	www.railsjob.com	no	
148	www.careers.stackoverflow.com	www.careers.stackoverflow.com	no	
149	www.djangogigs.com	www.djangogigs.com	no	
150	Keystone Search, Marcia Ballinger	www.keystonesearch.com	no	
151	Indeed	http://www.indeed.com/	no	4
152	37 Signals	http://37signals.com/	no	
153	Rails Lodge	http://www.railslodge.com/	no	
154	GitHub	https://github.com/	no	
155	Temple University	http://www.temple.edu/	no	
		TOTAL INTERVIEWEES OVER REPORTING PER	RIOD	161

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III. RECRUITMENT INITIATIVES

Ī	Type Of Recruitment Initiative	Brief Description Of Activity
1	Participated in Job Fair (1)	On March 24, 2012, the stations participated in a job fair held at Columbia University's Graduate School of Journalism in New York, NY. Participating from the station was the HR Manager, Talent Acquisition.
	Participated in Job Fair (1)	On June 20-24, 2012, the stations participated in a job fair held in conjunction with the National Association of Black Journalists Annual Convention in New Orleans, LA. Participating from the stations were the CA Regional HR Manager, the KNOW Editor, New Audiences, the Sr. Editor, Wealth & Poverty Desk for Marketplace, a Reporter and a Producer from Marketplace.
3	Participated in Job Fair (1)	On August 1-4, 2012, the stations participated in a job fair held in conjunction with the Unity: Journalists of Color Quadrennnial Convention & Career Fair in Las Vegas, NV. Participating from the stations were the Director, Talent Acquisition, the HR Manager, Talent Acquisition, the Executive Producer, SCPR, and the KNOW Editor for New Audiences.
	Participated in job Fair (1)	On Sept 20-22, 2012, the stations participated in a job fair held in conjunction with the Online News Association Conference in Washington, DC. Participating from the stations were the HR Manager, Talent Acquisition.
5	Internship Program (5)	Internships are offered year-round for students and recent grads (within 1 year) to develop skills for broadcast employment. Internships are both paid and unpaid. Participating departments include: Performance Today, MPR Classical, SCPR News, SCPR Digital, MPR News, MPR Digital, Technology, Marketplace Productions, Marketing, Communications, and MPR 89.3 The Current.
	Training Programs for station personnel to enable them to acquire skills which could qualify them for higher level positions (8)	The stations' leadership development programs incorporate 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. Leadership programming for the reporting period falls into the following categories: Leading Self: Individual development planning Emerging Leaders Manager Bootcamp (leadership training for both new and seasoned managers) Individual training occurs throughout the year and includes skill-building (Protools, Outlook, Powerpoint, Excel, Digital Media), individual assessments (MBTI, Strengthsfinder), peer knowledge
7	Mentoring/Training Program for Emerging Leaders (9)	exchanges, panel and small group discussions, and E-learning opportunities. An Emerging Leaders program is offered to develop the next generation of station leadership and retain our high potential employees. This is a 1 year program. For 2012, 12 new participants were paired with a mentor for 1 year. Participants completed assessments (MBTI, StrengthsFinder) and completed a 12 month leadership program, as well as interacted with the senior leadership of the station. Participants included the following: Director, Talent Acquisition; Editor, Stories/Partners, Legacy Grant; Managing Producer, Forum & Performance Programs; Producer/Show Director, Performance Today; Editor, Social Media; Web Producer; Associate Producer/Director, Marketplace; Manager, IT Service Desk; Managing Director, Public Affairs & Government Relations; Director, Membership; Supervisor, Accounting; Interim Editor, Digital SCPR
	Training Programs for station personnel to enable them to acquire skills which could qualify them for higher level positions (8)	The Manager's Bootcamp 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. Seasoned managers are also welcome to attend. Training includes coaching, assessments, and interactive management training sessions. Topics covered in this program include: Employee Engagement, Inclusion/Diversity, Fiscal Controls, Performance Communication, Situational Leadership and Recruitment/Retention. Participants in 2012 included managers in Finance, Administration, Technology, Marketing, Programming, Development, News and Operations.
9	List each upper-level opening in a job bank with substantial women/minority participation (12)	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), and journalismnext.com.