

2022 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, 2021 – November 30, 2022
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. Public Media Virtual Career Fair: March 29, 2022<ol style="list-style-type: none">a. Talent Acquisition Manager2. Asian American Journalist Association Convention: July 26-29, 2022<ol style="list-style-type: none">a. Talent Acquisition Managerb. President of MPR3. National Association of Black Journalist/National Association of Hispanic Journalist Convention: August 3-5, 2022<ol style="list-style-type: none">a. Talent Acquisition Managerb. President of MPR4. Online News Association: September 21-24, 2022<ol style="list-style-type: none">a. Talent Acquisition Manager
<i>Hosted at least one job fair.</i>	<ol style="list-style-type: none">1. APMG Virtual Conference & Career Fair: March 1, 2022<ol style="list-style-type: none">a. Managing Editorb. Deputy Managing Editorc. President of MPRd. Program Directore. Talent Acquisition Manager
<i>Established an internship program designed to assist members of the</i>	Internships are offered three times a year for students and recent grads (within 1 year) to

<p><i>community to acquire skills needed for broadcast employment.</i></p>	<p>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"> • 1 – Broadcast Ops – 24 hrs/week, 3 months • 3 – Classical – 24 hrs/week, 3 months • 1 – Classical – 24 hrs/week, 6 months • 1 – Classical – 40 hrs/week, 12 months • 1 – Membership – 40 hrs/week, 3 months • 2 – MPR News – 40 hrs/week, 3 months • 1 – MPR News – 40 hrs/week, 12 months
<p><i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p>	<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"> ○ June 2022 – July 2022 <ul style="list-style-type: none"> ▪ Director, IT Infrastructure ○ September 2022 – October 2022 <ul style="list-style-type: none"> ▪ Assistant Producer ▪ Technical Supervisor ▪ Member & Audience Services Rep ▪ BC Systems Architect ▪ IT Support Manager ▪ Systems Administrator ▪ Network Engineering ▪ Sr. Producer ▪ Assistant Program Director ▪ Development Research Manager • Positive Workplace – Preventing Harassment & Bullying Training – August 2022 – September 2022 <ul style="list-style-type: none"> ○ Companywide mandated training for all employees • Goal setting for People Manager – September, 2022 <ul style="list-style-type: none"> ○ Music Director ○ Sr. Post Production Manager ○ Executive Producer ○ Technical Producer ○ Asst Program Director ○ Manager Technology ○ Director IT Infrastructure ○ Sr. Editor ○ Team Lead Software Engineer ○ Member Services Supervisors ○ Managing Technology Ops ○ Program Director News

	<ul style="list-style-type: none"> ○ Manager Network Engineering ● Disrupting Bias in Hiring Decisions and Retention – March – May, 2022 ○ Mandated training for all people manager ● Fundamental of Employment Law – February, 2022 ○ Mandated training for all people manager ● Supervising Employees with a Bargained Contract – August, 2022 ○ Mandated training for all people manager in 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), journalistsjobs.com, Investigative Reporters and Editors, Online News Association, Poynter, National Association for Black Journalists (NABJ), National Association for Hispanic Journalists (NAHJ), Society of Professional Journalist (SPJ)
<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

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
02/28/2022	Sr Producer, Performance Today	APM Career Website
05/23/2022	Community Engagement Specialist, Urban Alternative Project	MPR Focus Group
05/31/2022	Assoc Producer/Host, The Current's Morning Show	APM Career Website
06/06/2022	Sr Visual Journalist	Employee Referral
06/12/2022	Assoc Producer/Producer MPR News	Internal Candidate
06/12/2022	Program Director, The Current	Internal Candidate
06/26/2022	Mid-Level Giving Program Manager	APM Career Website
06/27/2022	Assistant Program Director, MPR News	Employee Referral
06/27/2022	Assistant Producer, Multimedia	LinkedIn
06/30/2022	Sr Event Producer, MPR	APM Career Website
07/05/2022	Photojournalist	Facebook
07/12/2022	Reporter I / II / OR Sr Reporter, (Arts) MPR News	APM Career Website
07/25/2022	Scheduling Coordinator, Classical MPR	LinkedIn
07/26/2022	Regional Membership Program Manager	UKG Pro Community
07/31/2022	Assoc Producer Or Producer, MPR News Magazine	APM Career Website

08/23/2022	Sr Reporter or Correspondent, MPR (Politics)	Employee Referral
09/06/2022	Editor, Evening, MPR News	APM Career Website
10/10/2022	Associate Music Director, MPR	APM Career Website
11/01/2022	Reporter II/Sr Reporter (Arts)	Twitter
11/07/2022	Editor, Arts, MPR News	Google

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
APM Career Website	26
Corporate for Public Broadcasting	1
Current Magazine/Online	1
Employee Referral	16
Facebook	1
Google	1
Indeed	12
Internal Candidate	5
LinkedIn	5
Other	14
Publicmediajobs.org	5
Twitter	1
UKG Pro Community	1
Total Number of Persons Interviewed during the Reporting Period:	89

RECRUITING SOURCES USED

Job Title of Position: Sr Producer, Performance Today

Date of Hire: 02/28/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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: Community Engagement Specialist, Urban Alternative Project
Date of Hire: 05/23/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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	N/A
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: Assoc Producer/Host, The Current's Morning Show
Date of Hire: 05/31/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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	N/A
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: Sr Visual Journalist
Date of Hire: 06/06/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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	N/A
AAJA	N	https://www.aja.org/	N/A	N/A
Online News Association	N	https://journalists.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: Associate Producer/Producer MPR News

Date of Hire: 6/12/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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	N/A
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.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: Program Director, The Current

Date of Hire: 6/12/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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@nlcja.org	N/A	N/A
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: Mid-Level Giving Program Manager

Date of Hire: 6/26/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
MN Council of Non-profits	N	https://jobs.minnesotanonprofits.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: Assistant Program Director, MPR News

Date of Hire: 6/27/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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@nlcja.org	N/A	N/A
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.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: Assistant Producer, Multimedia
Date of Hire: 6/27/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	www.indeed.com	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 Event Producer, MPR
Date of Hire: 6/30/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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: Photojournalist
Date of Hire: 7/5/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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	N/A
AAJA	N	https://www.aja.org/	N/A	N/A

Journalism Jobs	N	https://www.journalismjobs.com/	N/A	N/A
Online News Association	N	https://journalists.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: Reporter I / II / OR Sr Reporter, (Arts) MPR News

Date of Hire: 7/12/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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	N/A
AAJA	N	https://www.aja.org/	N/A	N/A
Online News Association	N	https://journalists.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: Scheduling Coordinator, Classical MPR

Date of Hire: 7/25/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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: Regional Membership Program Manager

Date of Hire: 7/26/2022

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

Date of Hire: 7/31/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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: Sr Reporter or Correspondent, MPR (Politics)

Date of Hire: 8/23/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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@nlcja.org	N/A	N/A
AAJA	N	https://www.aja.org/	N/A	N/A
Online News Association	N	https://journalists.org/	N/A	N/A
The Media Job Board	N	https://jobs.mediajobboard.com/	N/A	N/A
Media Bistro	N	https://www.mediabistro.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: Editor, Evening, MPR News
Date of Hire: 9/6/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Online News Association	N	https://journalists.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: Associate Music Director, MPR
Date of Hire: 10/10/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Current.org	N	https://jobs.current.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: Reporter II/Sr Reporter (Arts)
Date of Hire: 11/1/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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	N/A
AAJA	N	https://www.aaja.org/	N/A	N/A

Online News Association	N	https://journalists.org/	N/A	N/A
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* 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: Editor, Arts, MPR News

Date of Hire: 11/7/2022

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	www.linkedin.com	N/A	N/A
Indeed	N	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	N/A
AAJA	N	https://www.aja.org/	N/A	N/A
Online News Association	N	https://journalists.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