

2020-2021 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, 2020 – November 30, 2021
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. National Association of Hispanic Journalists / joint Conference: June 16 – July 17, 2021<ol style="list-style-type: none">a. Talent Acquisition Managerb. Internship & Fellowship Program Manager2. National Association of Black Journalists Conference: August 18 – 21, 2021<ol style="list-style-type: none">a. Managing Editorb. Talent Acquisition Managerc. Internship & Fellowship Program Manager3. Asian American Journalist Association Conference: August 24 – 28, 2021<ol style="list-style-type: none">a. Managing Editorb. Talent Acquisition Managerc. Internship & Fellowship Program Manager4. Native American Journalist Association Conference: September 15 – 19, 2021<ol style="list-style-type: none">a. Managing Editorb. Talent Acquisition Manager
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<p><i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	<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"> • 1 – Regional Membership – 40 hrs/week, 3 months • 3 – Newsroom – 40 hrs/week, 3 months • 1 – Newsroom – 40 hours/week, 12 months • 2 – The Current – 40 hrs/week, 6 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"> ○ Jan 2021 – Mar 2021 <ul style="list-style-type: none"> ▪ Director, Regional Membership ○ Feb 2021 – Mar 2021 <ul style="list-style-type: none"> ▪ Digital Producer ▪ Director, Development Strategy & Ops ▪ Director, Events ▪ Manager, Production & Project ▪ Director, Program News ▪ SVP, Development ○ Apr 2021 – June 2021 <ul style="list-style-type: none"> ▪ Manager, Broadcast Production & Ops ▪ Director, Classical ▪ Director, Broadcast Production & Ops ▪ Education Project Manager ▪ Host/Executive Producer ▪ Lead Traffic Associate ▪ Managing Director ▪ Manager, Media Technology ▪ Director, Ops & Strategic Planning ▪ Scheduling Coordinator ▪ Sr Host/Producer ○ June 2021 – July 2021 <ul style="list-style-type: none"> ▪ Associate Music Director ▪ Associate Producers ▪ Hosts ▪ Producers ▪ Music Director ▪ Operations Coordinator ▪ Program Director ▪ Regional Membership Program

	<ul style="list-style-type: none"> Manager <ul style="list-style-type: none"> ▪ Sr Admin Assistant ▪ Sr Producer ○ Aug 2021 – Aug 2021 <ul style="list-style-type: none"> ▪ Assistant Program Directors ▪ Broadcast Automation Coordinator ▪ Development Research Analyst ▪ Hosts ▪ Producers ▪ Music Director ▪ Technical Directors ○ Sept 2021 – Oct 2021 <ul style="list-style-type: none"> ▪ Audio Engineer ▪ Host ▪ Networking Engineering Manager ▪ Operations Coordinator ▪ Stewardship Manager ▪ Team Lead, Web Development ▪ Technical Directors • Positive Workplace – Preventing Harassment & Bullying Training – August 2021 – September 2021 <ul style="list-style-type: none"> ○ Companywide mandated training for all employees • Addressing our Implicit Biases – October 2021 <ul style="list-style-type: none"> ○ Companywide mandated training for all employees
<p><i>Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</i></p>	<p>Columbia Career Fair: April 10 & April 12, 2021</p> <ul style="list-style-type: none"> • Talent Acquisition Manager • Internship & Fellowship Program Manager <p>NY Career Fair: April 9, 2021</p> <ul style="list-style-type: none"> • Talent Acquisition Manager • Internship & Fellowship Program Manager <p>Howard University Career Fair: October 28, 2021</p> <ul style="list-style-type: none"> • Talent Acquisition Manager • Internship & Fellowship Program Manager <p>AUC Career Fair: September 16, 2021</p> <ul style="list-style-type: none"> • Talent Acquisition Manager • Internship & Fellowship Program Manager

<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, 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
3/1/21	Associate Producer, MPR News	APM Career Website
4/19/21	Managing Editor, MPR News	Employee Referral
4/26/21	Associate Producer, MPR News with Angela Davis	Other
5/3/21	Associate Digital Producer	APM Career Website
5/10/21	Sr Producer, midday programming	Employee Referral
6/7/21	Master Control Specialist – Weekend Overnight	Employee Referral
6/28/21	Master Control Specialist – Weekend Overnight	APM Career Website
7/12/21	Data Engineer	Other
8/3/21	Software Engineer	Indeed
8/9/21	Manager, Regional Fundraising	LinkedIn
8/9/21	Sr. Digital Producer, The Current	APM Career Website
8/18/21	Membership Mid-Level Giving Manager	Employee Referral
8/22/21	Regional Fundraising Specialist	Internal
8/23/21	Host & Producer, The Local	Facebook

	Show	
8/29/21	Digital Fundraising Manager	Internal
10/10/21	Editor, Race, Class and Communities, MPR News	Internal
10/11/21	Assistant Digital Producer, YourClassical	Other
11/1/21	Donor Engagement Coordinator, Membership	MN Council of Nonprofits

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
APM Career Website	17
Current Magazine/Online	3
Employee Referral	16
Facebook	2
Indeed	32
Internal	12
LinkedIn	9
Minnesota Council of Nonprofits	5
Other	14
Pollen	1
Twitter	1
Total Number of Persons Interviewed during the Reporting Period:	112

RECRUITING SOURCES USED

Job Title of Position: Associate Producer, MPR News

Date of Hire: 3/1/21

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
NABJ	N	www.nabj.org	N/A	N/A
NAJA	N	www.naja.org	N/A	N/A

PMJA	N	https://pmja.org/	N/A	N/A
CPB	N	www.cpg.org	N/A	N/A
NLGJA	N	JobBoard@nlcja.org	N/A	N/A
AAJA	N	www.aaja.org	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
JournalismNext	N	www.journalismnext.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.com	N/A	N/A
LinkUp (auto-aggregator)	N	www.linkup.com	N/A	N/A
Refer .io (auto-aggregator)	N	www.refer.io	N/A	N/A
SimplyHired (auto-aggregator)	N	www.simplyhired.com	N/A	N/A
ZipRecruiter (auto-aggregator)	N	www.ziprecruiter.com	N/A	N/A
Juju (auto-aggregator)	N	www.juju.com	N/A	N/A
Jooble (auto-aggregator)	N	www.us.jooble.org	N/A	N/A
Jobisjob (auto-aggregator)	N	www.jobisjob.com	N/A	N/A
Job Inventory (auto-aggregator)	N	www.jobinventory.com	N/A	N/A
JobCase (auto-aggregator)	N	www.jobcase.com	N/A	N/A
Jobbydoo (auto-aggregator)	N	www.jobbydoo.com	N/A	N/A
Career Centric (auto-aggregator)	N	www.careercentric.com	N/A	N/A
CareerJet (auto-aggregator)	N	www.careerjet.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: Managing Editor, MPR News

Date of Hire: 4/19/21

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
NABJ	N	www.nabj.org	N/A	N/A
NAJA	N	www.naja.org	N/A	N/A
NLGJA	N	JobBoard@nlgja.org	N/A	N/A
AAJA	N	www.aaja.org	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
JournalismNext	N	www.journalismnext.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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 Producer, MPR News with Angela Davis
Date of Hire: 4/26/21

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
NABJ	N	www.nabj.org	N/A	N/A
NAJA	N	www.naja.org	N/A	N/A
PMJA	N	https://pmja.org/	N/A	N/A
CPB	N	www.cpg.org	N/A	N/A
NLGJA	N	JobBoard@nlgja.org	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
JournalismNext	N	www.journalismnext.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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

Date of Hire: 5/3/21

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
NABJ	N	www.nabj.org	N/A	N/A
NAJA	N	www.naja.org	N/A	N/A
PMJA	N	https://pmja.org/	N/A	N/A
CPB	N	www.cpg.org	N/A	N/A
NLGJA	N	JobBoard@nlgja.org	N/A	N/A
AAJA	N	www.aaja.org	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
JournalismNext	N	www.journalismnext.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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 Producer, midday programming

Date of Hire: 5/10/21

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
NABJ	N	www.nabj.org	N/A	N/A
NAJA	N	www.naja.org	N/A	N/A
PMJA	N	https://pmja.org/	N/A	N/A
CPB	N	www.cpg.org	N/A	N/A
NLGJA	N	JobBoard@nlgja.org	N/A	N/A
AAJA	N	www.aaja.org	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
JournalismNext	N	www.journalismnext.com	N/A	N/A

Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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: Master Control Specialist-Weekend Overnight

Date of Hire: 6/7/21

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
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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: Master Control Specialist-Weekend Overnight

Date of Hire: 6/28/21

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
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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: Data Engineer

Date of Hire: 7/12/21

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
Blacks in Tech	N	Blacks in Technology	N/A	N/A
I Crunch Data	N	Icrunchdata	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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: Software Engineer

Date of Hire: 8/3/21

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
Blacks in Tech	N	Blacks in Technology	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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: Manager, Regional Fundraising

Date of Hire: 8/9/21

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
Greater Public	N	https://greaterpublic.org/	N/A	N/A

MN Council of Non-profits	N	https://jobs.minnesotanonprofits.org/	N/A	N/A
PRPD	N	https://prpd.org/	N/A	N/A
MN Chapter of Association of Fundraising Professionals	N	www.afpminnesota.org	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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 Digital Producer, The Current
Date of Hire: 8/9/21

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
NABJ	N	www.nabj.org	N/A	N/A
NAJA	N	www.naja.org	N/A	N/A
AAJA	N	www.aaja.org	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
JournalismNext	N	www.journalismnext.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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: Membership Mid-Level Giving Manager
Date of Hire: 8/18/21

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
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			SOURCE	
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
Greater Public	N	https://greaterpublic.org/	N/A	N/A
MN Council of Non-profits	N	https://jobs.minnesotanonprofits.org/	N/A	N/A
PRPD	N	https://prpd.org/	N/A	N/A
MN Chapter of Association of Fundraising Professionals	N	www.afpminnesota.org	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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 Fundraising Specialist

Date of Hire: 8/22/21

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
MN Council of Nonprofits	N	https://jobs.minnesotanonprofits.org/	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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: Host & Producer, The Local Show

Date of Hire: 8/23/21

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
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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: Digital Fundraising Manager

Date of Hire: 8/29/21

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
Greater Public, Current (newspaper)	N	https://greaterpublic.org/	N/A	N/A
MN Council of Non Profits,	N	https://jobs.minnesotanonprofits.org/	N/A	N/A
AFP Minnesota	N	www.afpminnesota.org	N/A	N/A
Springboard for the Arts, Pollen	N	https://jobs.springboardforthearts.org/employer-offers	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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, Race, Class and Communities, MPR News

Date of Hire: 10/10/21

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
NABJ	N	www.nabj.org	N/A	N/A
NAJA	N	www.naja.org	N/A	N/A
AAJA	N	www.aja.org	N/A	N/A
JournalismNext	N	www.journalismnext.com	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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 Digital Producer, YourClassical

Date of Hire: 10/11/21

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
Handshake	N	www.joinhandshake.com	N/A	N/A
JournalismNext	N	www.journalismnext.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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: Donor Engagement Coordinator, Membership

Date of Hire: 11/1/21

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
MN Council of Nonprofits	N	MN Council of Nonprofits	N/A	N/A
Greater Public, Current	N	Greater Public	N/A	N/A

(newspaper),				
nten	N	NTEN	N/A	N/A
CalNonprofits	N	CalNonprofits	N/A	N/A
idealist	N	Idealist	N/A	N/A
Springboard for the Arts, Pollen	N	Pollen Midwest Association of Fundraising Professionals (Local to MN and CA , plus National)	N/A	N/A
Nat'l Council of Nonprofits	N	National Council of Nonprofits	N/A	N/A
Handshake	N	www.joinhandshake.com	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Facebook	N	www.facebook.com	N/A	N/A
Twitter	N	www.twitter.com	N/A	N/A
Indeed	N	www.indeed.com	N/A	N/A
Glassdoor	N	www.glassdoor.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

Note: This Report was revised in June 2022 on the advice of counsel.