

2025 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, 2024 – November 30, 2025
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>	1. Minnesota Private Career Fair: February 19, 2025 a. Broadcast Ops Manager b. Deputy Managing Editor, MPR News 2. University of Minnesota Spring Career Fair: February 28, 2025 a. Broadcast Ops Manager b. Deputy Managing Editor, MPR News 3. National Association of Black Journalist Convention: August 6-10, 2025 a. Talent Acquisition Manager b. President of MPR 4. Asian American Journalist Association Convention: July 30 – August 3, 2025 a. Talent Acquisition Manager
<i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	Internships are offered twice 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. Listed below are all paid interns: 2 – Broadcast Ops – 40 hrs/week, 6 months 2 – Classical – 40 hrs/week, 11 months 1 – Classical – 24 hrs/week, 6 months 4 – MPR News – 40 hrs/week, 3 months 1 – Membership – 40 hrs/week, 3 months
<i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	The following training was provided: • DiSC training ○ The Current – 6 managers and 4 producers: October 2025 • Intern and Fellow Learning Series – January and June-July 2025 ○ Intern ○ Fellow

	• Unconscious Bias: October 2025 ○ 3 – Producers ○ 2 – Editors ○ 2 – Reporter • Feedback that Fuels Growth: November 2025 ○ People Manager • People Manager’s Role in Performance Management – June - July 2025 ○ People Manager • Quarterly Goals: October 2025 ○ Open to all employees • Positive Workplace – Preventing Workplace Harassment – August 2025 – September 2025 ○ Companywide mandated training for all NEW employees
<i>Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</i>	Listed most upper level openings with some combination of the following organizations: Asian American Journalists Association (AAJA), journalisjobs.com, Investigative Reporters and Editors, National Association for Black Journalists (NABJ), National Association for Hispanic Journalists (NAHJ),
<i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i>	For all RFT, PT, Grant Funded and Temporary positions (non-internal hires), each hiring manager undergoes an intake session which discuss hiring practice in accordance to EEOC, APMG’s EIDA blueprint, and Positive Workplace – Preventing Harassment & Bullying and Implicit Biases training.

LIST OF POSITIONS FILLED

Actual Start Date	Opportunity Title	Source
04/07/2025	David Schaper	APM Career Website
04/21/2025	Stephen Smith	Employee Referral
05/05/2025	Annie Russell	Columbia University
05/18/2025	Thomas Crann	Internal Candidate
06/02/2025	Amber Hoback	Employee Referral
06/15/2025	Rachel Brees	Employee Referral
06/16/2025	Veronica Scofield	Employee Referral
07/13/2025	Eleanor See	Internal Candidate
08/11/2025	Molly Work	Employee Referral
08/25/2025	Tadeo Ruiz Sandoval	Public Media Journalist Association
09/21/2025	Clayton Masters	Internal Candidate
10/20/2025	Jonathan Focke	APM Career Website
10/27/2025	Montana Johnson	LinkedIn

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
APM Career Website	10
Columbia University	1
Current Magazine/Online	1
Employee Referral	7
Indeed	7
Internal Candidate	9
JOC Slack	1
LinkedIn	8
Other	4
Public Media Journalist Association	1
Publicmediajobs.org	2
ZipRecruiters	1
Total Number of Persons Interviewed during the Reporting Period:	52

RECRUITING SOURCES USED

Job Title of Position: Editor, MPR News

Date of Hire: 04/07/2025

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

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

Job Title of Position: Sr Editor, MPR News

Date of Hire: 04/21/2025

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

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

Job Title of Position: Editor, MPR News

Date of Hire: 05/05/2025

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

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Job Title of Position: Sr Host/Producer - YourClassical
Date of Hire: 05/18/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
CPB	N	https://cpb.org/	N/A	N/A
Sphinx Music	N	https://www.sphinxmusic.org/job-postings	N/A	N/A
PublicMediaJobs.org	N	https://jobs.current.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: Music Director, The Current
Date of Hire: 06/02/2025

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

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

Job Title of Position: Audio Engineer
Date of Hire: 06/15/2025

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

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Job Title of Position: Regional Membership Program Manager
Date of Hire: 06/16/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
APMG Career Website	Y	https://apmgcareers.org/jobs	N/A	N/A
LinkedIn	N	https://www.linkedin.com	N/A	N/A
Indeed	N	https://www.indeed.com	N/A	N/A
MN Council of Non-Profits	N	https://www.minnesotanonprofits.org	N/A	N/A
CPB	N	https://cpb.org/	N/A	N/A
Idealist	N	https://idealist.org	N/A	N/A
MN Council of Foundations	N	https://mcf.org/job-board	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: Newscaster, MPR News
Date of Hire: 07/13/2025

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

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

Job Title of Position: Reporter I or Reporter II, MPR News
Date of Hire: 08/11/2025

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

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

Job Title of Position: Reporter I or Reporter II, MPR News
Date of Hire: 08/25/2025

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

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

Job Title of Position: Host, All Things Considered
Date of Hire: 09/21/2025

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

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

Job Title of Position: Audio Engineer
Date of Hire: 10/20/2025

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

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