### 2019-2020 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, 2019 – November 30, 2020

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):

Participated in at least 4 <b>job fairs</b> by	
station personnel who have substantia	l
responsibility in making hiring	
decisions.	

- National Association of Hispanic Journalists / National Association of Black Journalists joint Conference: August 5 – 8, 2020
  - a. Producer
  - b. Correspondent
  - c. Reporter II
  - d. Talent Acquisition Manager
- 2. Asian American Journalist Association Conference: August 9 – 15, 2020
  - a. Reporter II
  - b. Managing Editor
  - c. Deputy Managing Editor
  - d. Talent Acquisition Manager
- 3. Howard University: October 23, 2020
  - a. Talent Acquisition Manager
  - b. Internship & Fellowship Program Manager
- 4. University of Georgia Diversity & Inclusion Fall Recruiting Event: November 11, 2020
  - a. Talent Acquisition Manager
  - b. Internship & Fellowship Program

	Manager			
	5. National Association of Black Journalists Regional Conference: November 21, 2020			
	<ul><li>a. President</li><li>b. Editor</li><li>c. Talent Acquisition Manager</li></ul>			
Established an <b>internship</b> program designed to assist members of the community to acquire skills needed for broadcast employment.	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.			
	Listed below are all paid interns:  1 - Classical – 24 hrs/week, 3 months  2 - Newsroom – 40 hrs/week, 3 months  1 - Newsroom – 40 hours/week, 12 months  1 - The Current – 40 hrs/week, 3 months			
Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The following training was provided:  Truth and Transformation: Changing Racial Narratives in Media Conference – March 19-20, 2020  Editors  Reporters  Sr Reporters  Correspondents  Project Coordinators  Producers  Bloggers  Deputy Managing Editors  Executive Director, News & Programming  Photojournalists  SVP Philanthropic Development  Development Officer  Positive Workplace – Preventing Harassment & Bullying Training – August 2020 – September 2020  Companywide mandated training for all employees			

# LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1/6/2020	Associate Development Officer	Other

12/2/2019	National Fundraising Specialist	APMG Career Website
1/6/2020	Associate Producer, MPR News Talk Shows	APMG Career Website
2/18/2020	Associate Producer, MPR News Talk Shows	Employee Referral
12/4/2019	Web Developer	LinkUp
2/21/2020	Director, Institutional Giving	Search Firm
12/17/2019	Lobby Services Coordinator	APMG Career Website
3/9/2020	Associate Producer, MPR News	Indeed
3/9/2020	Stewardship Coordinator	Employee Referral
5/4/2020	President, MPR	Search Firm
2/12/2020	Web Designer/Developer	MN Council of Nonprofit
3/30/2020	Director, MPR Sales	Employee Referral
5/20/2020	Donor Engagement Coordinator	LinkedIn
11/16/2020	Associate Software Engineer	Indeed
5/20/2020	Donor Engagement Coordinator	LinkedIn
11/16/2020	Associate Software Engineer	Indeed
10/8/2020	Development Officer, Institutional Giving	Employee Referral
10/26/2020	Digital Producer, Classical	APM Career Website
10/19/2020	Lead Archivist	MN Council of Nonprofit
11/16/2020	Music Director, CMS	Facebook
9/30/2020	National Account Executive	Other
9/15/2020	Regional Membership Program Manager	MN Council of Nonprofit

## 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	1
Employee Referral	13
Facebook	4
Indeed	25
LinkedIn	8
LinkUp	1
MN Councils of Nonprofit	18
MN State Workforce	1
Other	13
Pollen Midwest	1
Refer.io	6
Total Number of Persons Interviewed during the Reporting Period:	108

# RECRUITING SOURCES USED

Job Title of Position: Associate Development Officer

Date of Hire: 1/6/2020

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
MN Councils of	N	https://www.minnesotanonp	N/A	N/A
Nonprofit		rofits.org/		
Pollen Midwest	N	pollenmidwest.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
LinkUp (auto-	N	www.linkup.com	N/A	N/A
aggregator)		_		
Refer .io (auto-	N	www.refer.io	N/A	N/A
aggregator)				
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				
Juju (auto-	N	www.juju.com	N/A	N/A
aggregator)				
Jooble (auto-	N	www.us.jooble.org	N/A	N/A
aggregator)				
Jobisjob (auto-	N	www.jobisjob.com	N/A	N/A
aggregator)				
Job Inventory	N	www.jobinventory.com	N/A	N/A
(auto-aggregator)				
JobCase (auto-	N	www.jobcase.com	N/A	N/A
aggregator)				
Jobbydoo (auto-	N	www.jobbydoo.com	N/A	N/A
aggregator)				
Career Centric	N	www.careercentric.com	N/A	N/A
(auto-aggregator)			271	27/
CareerJet (auto-	N	www.careerjet.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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: National Fundraising Specialist

Date of Hire: 12/2/2019

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 Councils of Nonprofit	N	https://www.minnesotanonp rofits.org/	N/A	N/A
Pollen Midwest	N	pollenmidwest.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
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 (autoaggregator)	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

<sup>\*</sup> 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 Talk Shows

Date of Hire: 1/6/2020

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
Asian American	N	www.aaja.org	N/A	N/A
Journalists	'`	, www.aaga.org	11/11	1 1/1 1
Association				
(AAJA)				
LinkedIn	N	www.linkedin.com	N/A	N/A
Corporation of	N	www.cpb.org/jobline	N/A	N/A
Public				
Broadcasting				
(CPB)				
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-	N	www.linkup.com	N/A	N/A
aggregator)				
Refer .io (auto-	N	www.refer.io	N/A	N/A
aggregator)				
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				
Juju (auto-	N	www.juju.com	N/A	N/A
aggregator)			2.71.	
Jooble (auto-	N	www.us.jooble.org	N/A	N/A
aggregator)	3.7		27/4	37/4
Jobisjob (auto-	N	www.jobisjob.com	N/A	N/A
aggregator)	) T		3T/A	37/4
Job Inventory	N	www.jobinventory.com	N/A	N/A
(auto-aggregator)	NI		NT/A	NI/A
JobCase (auto-	N	www.jobcase.com	N/A	N/A
aggregator)	NT.	ymyny iahlaydaa aam	N/A	N/A
Jobbydoo (auto-	N	www.jobbydoo.com	1N/A	IN/A
aggregator) Career Centric	N	www.careercentric.com	N/A	N/A
(auto-aggregator)	1	www.careercenurc.com	1N/A	1 <b>N</b> / <i>F</i> <b>A</b>
CareerJet (auto-	N	www.careerjet.com	N/A	N/A
aggregator)	11	w w w.carcerjet.com	11/71	1 1/ 1
aggicgaioi)		1		

\* 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: 2/18/2020

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
Asian American Journalists Association (AAJA)	N	www.aaja.org	N/A	N/A
Native American Journalists Association (NAJA)	N	https://najanewsroom.com/	N/A	N/A
National Association of Hispanic Journalists (NAHJ)	N	www.nahj.org	N/A	N/A
National Association of Black Journalists (NABJ)	N	https://nabjonline.org/	N/A	N/A
Online News Association	N	http://journalists.org/networking/job_postings.asp	N/A	N/A
LinkedIn	N	www.linkedin.com	N/A	N/A
Corporation of Public Broadcasting (CPB)	N	www.cpb.org/jobline	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	N	www.simplyhired.com/	N/A	N/A

(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				
Juju (auto-	N	www.juju.com	N/A	N/A
aggregator)				
Jooble (auto-	N	www.us.jooble.org	N/A	N/A
aggregator)				
Jobisjob (auto-	N	www.jobisjob.com	N/A	N/A
aggregator)				
Job Inventory	N	www.jobinventory.com	N/A	N/A
(auto-aggregator)				
JobCase (auto-	N	www.jobcase.com	N/A	N/A
aggregator)				
Jobbydoo (auto-	N	www.jobbydoo.com	N/A	N/A
aggregator)				
Career Centric	N	www.careercentric.com	N/A	N/A
(auto-aggregator)				
CareerJet (auto-	N	www.careerjet.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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: Web Developer

Date of Hire: 12/4/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT	TEL. No. AND E-MAIL ADDRESS OF SOURCE
1 P) 1 C C	* * *	1	SOURCE	27/4
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
MN Councils of	N	https://www.minnesotanonp	N/A	N/A
Nonprofit		rofits.org/		
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
LinkUp (auto-	N	www.linkup.com	N/A	N/A
aggregator)		_		
Refer .io (auto-	N	www.refer.io	N/A	N/A
aggregator)				
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				

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 (autoaggregator)	N	www.careerjet.com	N/A	N/A

<sup>\*</sup> 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: Director, Institutional Giving

Date of Hire: 2/21/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			Source	
CohenTaylor	N	https://cohentaylor.com		
Executive Search				
Services				
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
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
MN Councils of	N	https://www.minnesotanonp	N/A	N/A
Nonprofit		rofits.org/		
Pollen Midwest	N	pollenmidwest.org	N/A	N/A
MN Gift Planning	N	https://mngpa.org/	N/A	N/A
Association				
Association for	N	https://afpglobal.org/chapter	N/A	N/A
Fundraising		s/afp-mn-minnesota-chapter		
Professionals –				
MN Chapter				

<sup>\*</sup> 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: Lobby Services Coordinator Date of Hire: 12/17/2019

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 Councils of Nonprofit	N	https://www.minnesotanonprofits.org/	N/A	N/A
MN State Workforce	N	https://www.minnesotawork s.net/default.aspx	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
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 (autoaggregator)	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 (autoaggregator)	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

<sup>\*</sup> 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

Date of Hire: 3/9/2020

APMG Career         Y         https://apmgcareers.org/lobs         N/A         N/A           Website         N         www.joinhandshake.com         N/A         N/A           Handshake         N         www.aaja.org         N/A         N/A           Asian American Journalists         N         www.aaja.org         N/A         N/A           Association (AAJA)         N         www.linkedin.com         N/A         N/A           LinkedIn         N         www.linkedin.com         N/A         N/A           Public         Broadcasting         N/A         N/A         N/A           Broadcasting (CPB)         N         www.journalismnext.com         N/A         N/A           Facebook         N         www.facebook.com         N/A         N/A           Twitter         N         www.facebook.com         N/A         N/A           Indeed         N         www.indeed.com         N/A         N/A           InkUp (auto-aggregator)         N         www.linkup.com         N/A         N/A           Refer.io (auto-aggregator)         N         www.simplyhired.com/         N/A         N/A           SimplyHired (auto-aggregator)         N         www.joble.org         N/A         N/A	REFERRAL SOURCE	*	Address of Source	CONTACT PERSON AT SOURCE	TEL. No. AND E-MAIL ADDRESS OF SOURCE
Handshake N www.joinhandshake.com N/A N/A Asian American N www.aaja.org N/A N/A Asian American N www.aaja.org N/A N/A  Association (AAJA) LinkedIn N www.linkedin.com N/A N/A  LinkedIn N www.cpb.org/jobline N/A N/A  Public Broadcasting (CPB) JournalismNext N www.journalismnext.com N/A N/A  Twitter N www.facebook.com N/A N/A  Indeed N www.indeed.com N/A N/A  Indeed N www.indeed.com N/A N/A  LinkUp (auto- aggregator)  Refer io (auto- aggregator) ZipRecruiter (auto- aggregator) ZipRecruiter (auto- aggregator) A www.simplyhired.com/ A N/A  Www.simplyhired.com/ A N/A  N/A  N/A  N/A  N/A  N/A  N/A  N		Y	https://apmgcareers.org/jobs	N/A	N/A
Asian American Journalists Association (AAJA) LinkedIn N Www.linkedin.com N/A N/A N/A  N/A  LinkedIn N Www.cpb.org/jobline N/A N/A N/A  N/A  N/A  N/A  N/A  N/A		N	www.joinhandshake.com	N/A	N/A
LinkedIn N www.linkedin.com N/A N/A  Corporation of Public Broadcasting (CPB)  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  Classdoor N www.glassdoor.com N/A N/A  LinkUp (auto-aggregator)  Refer.io (auto-aggregator)  Juju (auto-aggregator)  Juju (auto-aggregator)  Jobble (auto-aggregator)  Job Inventory (auto-aggregator)  Job Inventory (auto-aggregator)  Job Loke (auto-aggregator)  Job Inventory (auto-aggregator)  Job Loke (auto-aggregator)  Job Loke (auto-aggregator)  Job Inventory (auto-aggregator)  Job Loke (auto-aggregator)  N/A N/A  Www.jobisyloo.com  N/A N/A  N/A  N/A  N/A  N/A  N/A  N/A	Asian American Journalists Association			+	
Corporation of Public Broadcasting (CPB)  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  LinkUp (auto-aggregator)  Refer. io (auto-aggregator)  SimplyHired (auto-aggregator)  Juju (auto-aggregator)  Juju (auto-aggregator)  Jobblo (auto-aggregator)  Job Inventory (auto-aggregator)  Job Inventory (auto-aggregator)  Job Inventory (auto-aggregator)  Job Inventory (auto-aggregator)  Job Simply Hired N www.jobbsylooo.com N/A N/A  Www.jobbydoo.com N/A N/A  Www.jobbydoo.com N/A N/A  N/A		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 LinkUp (auto- aggregator) Refer io (auto- aggregator) SimplyHired (auto- aggregator) ZipRecruiter (auto- aggregator) Juju (auto- Aggregator) Juju (auto- Aggregator) Jobbe (auto- Aggregator) Job Inventory (auto-aggregator) Job Inventory (auto-aggregator) Job Inventory (auto-aggregator) Jobbydoo (auto- Aggregator) N www.jobbydoo.com N/A	Corporation of Public Broadcasting				
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) Refer .io (auto- aggregator) SimplyHired N www.simplyhired.com/ N/A N/A  ZipRecruiter (auto- aggregator) Juju (auto- aggregator) Jobble (auto- aggregator) N www.jobisjob.com N/A N/A  www.jobisobydoo.com N/A N/A  N/A  N/A  N/A  N/A  N/A  N/A	JournalismNext	N	www.journalismnext.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)  Refer .io (auto- aggregator)  SimplyHired (auto- aggregator)  ZipRecruiter (auto- aggregator)  Juju (auto- aggregator)  Jobble (auto- aggregator)  N www.juju.com N/A  www.juju.com N/A  www.juju.com N/A  www.juju.com N/A  www.juju.com N/A  www.jobisjob.com N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	Facebook	N	www.facebook.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 N www.simplyhired.com/ N/A N/A  ZipRecruiter (auto- aggregator) N/A N/A  ZipRecruiter (auto- aggregator) N/A N/A  Juju (auto- aggregator) N/A N/A  Jobble (auto- aggregator) N/A N/A  Jobbisjob (auto- aggregator) N/A N/A  Job Inventory N www.jobisjob.com N/A N/A  JobCase (auto- aggregator) N/A N/A  Www.jobisyob.com N/A N/A  JobCase (auto- aggregator) N/A N/A  Www.jobisyob.com N/A N/A  JobCase (auto- aggregator) N/A N/A  Www.jobisyob.com N/A N/A  JobCase (auto- aggregator) N/A N/A  Www.jobbydoo.com N/A N/A  Www.jobbydoo.com N/A N/A  N/A N/A  N/A  N/A N/A  N/A  N/	Twitter	N	www.twitter.com	N/A	N/A
LinkUp (autoaggregator)  Refer.io (autoaggregator)  SimplyHired (autoaggregator)  ZipRecruiter (autoaggregator)  Juju (autoaggregator)  Joble (autoaggregator)  Job Inventory (autoaggregator)  JobCase (autoaggregator)  Jobbydoo (autoaggregator)  JobCase (autoaggregator)  Jobbydoo (autoaggregator)  Jobbydoo (autoaggregator)  JobCase (autoaggregator)  Jobbydoo (autoaggregator)  JobCase (autoag	Indeed	N	www.indeed.com	N/A	N/A
aggregator)       N       www.refer.io       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.joble.org       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         Jobbydoo (auto-aggregator)       N       www.jobbydoo.com       N/A       N/A	Glassdoor	N	www.glassdoor.com	N/A	N/A
Refer .io (autoaggregator)  SimplyHired N www.simplyhired.com/ N/A N/A  ZipRecruiter (autoaggregator)  Juju (autoaggregator)  Juju (autonaggregator)  Jooble (autonaggregator)  Jobisjob (autonaggregator)  Job Inventory (autoaggregator)  JobCase (autoaggregator)  Jobbydoo (autoaggregator)  Jobbydoo (autoaggregator)  Jobbydoo (autoaggregator)  Jobbydoo (autoaggregator)  Jobbydoo (autoaggregator)  N/A  Www.jobbydoo.com N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	1 \	N	www.linkup.com	N/A	N/A
(auto-aggregator)       N       www.ziprecruiter.com       N/A       N/A         Juju (auto-aggregator)       N       www.juju.com       N/A       N/A         Joble (auto-aggregator)       N       www.juju.com       N/A       N/A         Joble (auto-aggregator)       N       www.joble.org       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         Jobbydoo (auto-aggregator)       N       www.jobbydoo.com       N/A       N/A	Refer .io (auto-	N	www.refer.io	N/A	N/A
ZipRecruiter (auto- aggregator)Nwww.ziprecruiter.comN/AN/AJuju (auto- aggregator)Nwww.juju.comN/AN/AJoble (auto- aggregator)Nwww.us.jooble.orgN/AN/AJobisjob (auto- aggregator)Nwww.jobisjob.comN/AN/AJob Inventory (auto-aggregator)Nwww.jobinventory.comN/AN/AJobCase (auto- aggregator)Nwww.jobcase.comN/AN/AJobbydoo (auto- 		N	www.simplyhired.com/	N/A	N/A
Juju (auto- aggregator)  Jooble (auto- aggregator)  Jobisjob (auto- aggregator)  Job Inventory (auto-aggregator)  JobCase (auto- aggregator)  JobCase (auto- aggregator)  Jobbydoo (auto- aggregator)  N www.jobisjob.com N/A  www.jobinventory.com N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
Jooble (auto- aggregator)Nwww.us.jooble.orgN/AN/AJobisjob (auto- aggregator)Nwww.jobisjob.comN/AN/AJob Inventory (auto-aggregator)Nwww.jobinventory.comN/AN/AJobCase (auto- aggregator)Nwww.jobcase.comN/AN/AJobbydoo (auto- aggregator)Nwww.jobbydoo.comN/AN/A	Juju (auto-	N	www.juju.com	N/A	N/A
Jobisjob (autoaggregator)       N       www.jobisjob.com       N/A       N/A         Job Inventory (auto-aggregator)       N       www.jobinventory.com       N/A       N/A         JobCase (autoaggregator)       N       www.jobcase.com       N/A       N/A         Jobbydoo (autoaggregator)       N       www.jobbydoo.com       N/A       N/A	Jooble (auto-	N	www.us.jooble.org	N/A	N/A
Job Inventory (auto-aggregator)Nwww.jobinventory.comN/AN/AJobCase (auto-aggregator)Nwww.jobcase.comN/AN/AJobbydoo (auto-aggregator)Nwww.jobbydoo.comN/AN/A	Jobisjob (auto-	N	www.jobisjob.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	Job Inventory	N	www.jobinventory.com	N/A	N/A
Jobbydoo (auto- aggregator) N www.jobbydoo.com N/A N/A	JobCase (auto-	N	www.jobcase.com	N/A	N/A
	Jobbydoo (auto-	N	www.jobbydoo.com	N/A	N/A
	Career Centric	N	www.careercentric.com	N/A	N/A

(auto-aggregator)				
CareerJet (auto-	N	www.careerjet.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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: Stewardship Coordinator Date of Hire: 3/9/2020

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 Councils of Nonprofit	N	https://www.minnesotanonp rofits.org/	N/A	N/A
MN State Workforce	N	https://www.minnesotawork s.net/default.aspx	N/A	N/A
Pollen Midwest	N	pollenmidwest.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
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 (autoaggregator)	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 (autoaggregator)	N	www.jobcase.com	N/A	N/A
Jobbydoo (auto- aggregator)	N	www.jobbydoo.com	N/A	N/A

Career Centric	N	www.careercentric.com	N/A	N/A
(auto-aggregator)				
CareerJet (auto-	N	www.careerjet.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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: President, MPR

Date of Hire: 5/4/2020

REFERRAL SOURCE	*	Address of Source	CONTACT	TEL. NO. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			Source	
CohenTaylor	N	https://cohentaylor.com	Katie Erickson	katie@cohentaylor.co
Executive Search				m
Services				
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
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
Greater Public	N	https://greaterpublic.org/	N/A	N/A
Pollen Midwest	N	pollenmidwest.org	N/A	N/A
MN Broadcaster's	N	https://minnesotabroadcaste	N/A	N/A
Association		rs.com/		
SPJ	N	https://jobs.spj.org	N/A	N/A
PRPD	N	https://prpd.org/	N/A	N/A

<sup>\*</sup> 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: Web Designer/Developer

Date of Hire: 2/12/2020

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 Councils of Nonprofit	N	https://www.minnesotanonp rofits.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
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 (autoaggregator)	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

<sup>\*</sup> 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: Director, MPR Sales

Date of Hire: 3/30/2020

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 Councils of Nonprofit	N	https://www.minnesotanonp rofits.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
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 (autoaggregator)	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

<sup>\*</sup> 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

Date of Hire: 5/20/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. NO. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE

			Source	
			2-11	2211
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
MN Councils of	N	https://www.minnesotanonp	N/A	N/A
Nonprofit		rofits.org/		
MN State	N	https://www.minnesotawork	N/A	N/A
Workforce		s.net/default.aspx		
Pollen Midwest	N	pollenmidwest.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
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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 Software Engineer

Date of Hire: 11/16/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			Source	
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
MN Councils of	N	https://www.minnesotanonp	N/A	N/A
Nonprofit		rofits.org/		
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
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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: Development Officer, Institutional Giving

Date of Hire: 10/8/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			Source	
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
MN Councils of	N	https://www.minnesotanonp	N/A	N/A
Nonprofit		rofits.org/		
Pollen Midwest	N	pollenmidwest.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
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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 Producer, Classical

Date of Hire: 10/26/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. No. AND E-MAIL ADDRESS OF SOURCE
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
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
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (autoaggregator)	N	www.ziprecruiter.com	N/A	N/A
CareerJet (auto-	N	www.careerjet.com	N/A	N/A

aggregator)		
aggicgaioii		
u551054101)		

<sup>\*</sup> 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: Lead Archivist

Date of Hire: 10/19/2020

REFERRAL SOURCE	*	Address of Source	CONTACT PERSON AT	TEL. No. AND E-MAIL ADDRESS OF SOURCE
			Source	
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
MN Councils of	N	https://www.minnesotanonp	N/A	N/A
Nonprofit		rofits.org/		
MN State	N	https://www.minnesotawork	N/A	N/A
Workforce		s.net/default.aspx		
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
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)		_		

<sup>\*</sup> 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, CMS

Date of Hire: 11/16/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			SOURCE	
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
Current	N	https://jobs.current.org	N/A	N/A
Magazine/Online				
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
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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: National Account Executive

Date of Hire: 9/30/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			Source	
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
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
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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: 9/15/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			Source	
APMG Career	Y	https://apmgcareers.org/jobs	N/A	N/A
Website				
MN Councils of	N	https://www.minnesotanonp	N/A	N/A
Nonprofit		rofits.org/		
MN State	N	https://www.minnesotawork	N/A	N/A
Workforce		s.net/default.aspx		
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
SimplyHired	N	www.simplyhired.com/	N/A	N/A
(auto-aggregator)				
ZipRecruiter (auto-	N	www.ziprecruiter.com	N/A	N/A
aggregator)				

<sup>\*</sup> 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.