

**DULUTH SEU, WSCD WSCN**  
**EEO PUBLIC FILE REPORT**  
November 21, 2011 to November 27, 2012

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
	NONE	

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Name	RS Contact Info	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS Over Reporting Period
1	Ad Fed	<a href="http://www.adfed.org">www.adfed.org</a>	no	
2	Alamo Community College District; email: iabrego@accd.edu	<a href="http://www.accd.edu/">http://www.accd.edu/</a>	no	
3	American Symphony Orchestra League	<a href="http://www.symphony.org/">http://www.symphony.org/</a>	no	
4	Artsjournal.com (national, arts-related jobs)	<a href="http://www.artsjournal.com">www.artsjournal.com</a>	no	
5	Asian American Journalists Association (AAJA)	<a href="http://www.aaia.org">www.aaia.org</a>	no	
6	Association for Women in Communications	<a href="http://jobtarget.womcom.org/home/index.cfm?site_id=583">http://jobtarget.womcom.org/home/index.cfm?site_id=583</a>	no	
7	Association of Fundraising Professionals (Minnesota Chapter)	<a href="http://www.afpminnesota.org/jobs_post.cfm">http://www.afpminnesota.org/jobs_post.cfm</a>	no	
8	Association of Fundraising Professionals (national site)	<a href="http://afpnet.org/">http://afpnet.org/</a>	no	
9	Augsburg College; email: tilton@augzburg.com	<a href="http://www.augsburg.edu/cswl/">http://www.augsburg.edu/cswl/</a>	no	
10	Bethel College; email: career-services@bethel.edu	<a href="http://www.bethel.edu/career-services/employers/post-job">www.bethel.edu/career-services/employers/post-job</a>	no	
11	California Chicano News Media Association (CCNMA) email: ccnmainfo@ccnma.org	<a href="http://www.ccnma.org">www.ccnma.org</a>	no	
12	California Journalism Job Bank	<a href="http://www.csne.org/jobs/postings.html">http://www.csne.org/jobs/postings.html</a>	no	
13	California Lutheran University	Cynthia Smith; email: csmith@clunet.edu	no	
14	California Unemployment Department (CalJobs)	<a href="http://www.edd.ca.gov/">http://www.edd.ca.gov/</a>	no	
15	Careerbuilder.com	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
16	Carlson School of Management	<a href="http://www.cars.csom.umn.edu">http://www.cars.csom.umn.edu</a>	no	
17	Carlton College; email: careercenter@acs.carleton.edu	<a href="http://www.apps.carleton.edu/campus/career/employers">www.apps.carleton.edu/campus/career/employers</a>	no	
18	Center for Nonprofit Management	<a href="http://www.cnmsocal.org">www.cnmsocal.org</a>	no	
19	cmj.com (music industry)	<a href="http://www.cmj.com">www.cmj.com</a>	no	
20	College of St. Ben/St. John University	<a href="http://www.experience.com">www.experience.com</a>	no	
21	College of St. Catherine	<a href="http://www.experience.com">www.experience.com</a>	no	
22	Columbia Graduate School of Journalism - NYC; email: jh548@columbia.edu; postjobs@jrn.columbia.edu	<a href="http://www.jrn.columbia.edu/">www.jrn.columbia.edu/</a>	no	
23	Concord Technology, Inc. (contingent search firm); Erik Jacobs - 952-920-8587	<a href="mailto:erik@concord-technology.com">erik@concord-technology.com</a>	no	
24	Concordia College	<a href="http://www2.nacelink.com/nl_central_employer.php">http://www2.nacelink.com/nl_central_employer.php</a>	no	
25	Corporation of Public Broadcasting (CPB)	<a href="http://www.cpb.org/jobline/">www.cpb.org/jobline/</a>	no	
26	Craigslist	<a href="http://www.craigslist.org">www.craigslist.org</a>	no	
27	Creative Hotlist	<a href="http://www.creativehotlist.com">http://www.creativehotlist.com</a>	no	
28	CURRENT Magazine; Email Menla@current.org (Kelsang Menla - contact)	<a href="http://www.current.org/advertise/adsclass.shtml">www.current.org/advertise/adsclass.shtml</a>	no	
29	DEI Worksite	<a href="http://www.deiworksite.com">www.deiworksite.com</a>	no	
30	Dice.com	<a href="http://www.dice.com">www.dice.com</a>	no	
31	Dunwoody College	<a href="https://www.dunwoody.edu/content/default.cfm?pid=83">https://www.dunwoody.edu/content/default.cfm?pid=83</a>	no	
32	Editor & Publisher	<a href="http://www.editorandpublisher.com/eandp/classifieds/index.jsp">http://www.editorandpublisher.com/eandp/classifieds/index.jsp</a>	no	
33	Word of mouth	n/a	no	
34	Experience.com - largest college recruiting network	<a href="http://www.experience.com">www.experience.com</a>	no	
35	Florida Division of Cultural Affairs; email: rbashmore@dos.state.fl.us	<a href="http://www.florida-arts.org/jobs/index.htm">www.florida-arts.org/jobs/index.htm</a>	no	
36	FMQB - AAA Format music industry jobs	<a href="http://www.fmqb.com">www.fmqb.com</a>	no	
37	GadBall/DataFrenzy	<a href="http://www.gadball.com">www.gadball.com</a>	no	
38	Grinnell College; email: career@grinnell.edu	<a href="http://www.grinnell.edu">www.grinnell.edu</a>	no	
39	Gustavus Adolphus	<a href="http://www.experience.com">www.experience.com</a>	no	
40	Hamline University	<a href="http://www.hamline.edu/hamline_info/offices_services/student_relations/studentaffairs/cdc/employers/job_entry_form.html">http://www.hamline.edu/hamline_info/offices_services/student_relations/studentaffairs/cdc/employers/job_entry_form.html</a>	no	
41	Hennepin Technical College; email jobs@hennepintech.com	<a href="http://www.hennepintech.edu/">http://www.hennepintech.edu/</a>	no	
42	Idealist.org	<a href="http://www.idealist.org">www.idealist.org</a>	no	

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43	International Association of Business Communicators	<a href="http://www.iabc.com/">http://www.iabc.com/</a>	no	
44	Job Fair	see Section III: Recruitment Initiatives for a list	no	
45	Journalismjobs.com	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	no	
46	Journalismnext.com	<a href="http://www.journalismnext.com">www.journalismnext.com</a>	no	
47	LA Times (uses Careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
48	Lat Pro	<a href="http://www.latpro.com">www.latpro.com</a>	no	
49	Luther College	<a href="http://career.luther.edu/careerconnection/index.html">http://career.luther.edu/careerconnection/index.html</a>	no	
50	Macalester College; email: cdc@macalester.edu	<a href="http://www.macalester.edu">www.macalester.edu</a>	no	
51	mediabistro.com	<a href="http://www.mediabistro.com">www.mediabistro.com</a>	no	
52	Medill School of Journalism	<a href="http://www.medill.northwestern.edu/medill/">www.medill.northwestern.edu/medill/</a>	no	
53	Metropolitan State University; email job postings to: career.services@metrostate.edu	<a href="http://www.metrostate.edu/career/employer.html">http://www.metrostate.edu/career/employer.html</a>	no	
54	Miami Herald (uses Careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
55	Michigan State University	Email: <a href="mailto:hinkleyl@msu.edu">hinkleyl@msu.edu</a>	no	
56	Minneapolis College of Art & Design	<a href="http://www.mcadcareerservices.com">www.mcadcareerservices.com</a>	no	
57	Minneapolis Community and Technical College; email: placement@minneapolis.edu	<a href="http://www.minneapolis.edu/index.cfm">http://www.minneapolis.edu/index.cfm</a>	no	
58	Minnesota Broadcasters Association	<a href="http://www.minnesotabroadcasters.com/">www.minnesotabroadcasters.com/</a>	no	
59	Minnesota Council of Nonprofits	<a href="http://www.mncn.org">www.mncn.org</a>	no	
60	Minnesota Council on Foundations	<a href="http://www.mcf.org/">www.mcf.org/</a>	no	
61	Minnesota Interactive Marketing Association (web jobs)	<a href="http://www.mima.org/jobs">www.mima.org/jobs</a>	no	
62	Minnesota Planned Giving Council	<a href="http://www.mnpgc.org/">http://www.mnpgc.org/</a>	no	
63	Minnesotadiversity.com	<a href="http://www.minnesotadiversity.com">www.minnesotadiversity.com</a>	no	
64	MinnesotaWorks.net	<a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a>	no	
65	Missouri School of Journalism; email: sengsavanhp@missouri.edu	<a href="http://journalism.missouri.edu/forms/job-form.html">http://journalism.missouri.edu/forms/job-form.html</a>	no	
66	Monster.com	<a href="http://www.monster.com">www.monster.com</a>	no	
67	Monstertrak.com (colleges)	<a href="http://www.monstertrak.com">www.monstertrak.com</a>	no	
68	MPR APM SCPR Company Intranet	<a href="http://infoserverwiki.publicradio.org/index.php/Main_Page">http://infoserverwiki.publicradio.org/index.php/Main_Page</a>	no	
69	MPR APM SCPR Public Website	<a href="http://americanpublicmedia.publicradio.org/careers/">http://americanpublicmedia.publicradio.org/careers/</a>	no	
70	National Association of Black Journalists (NABJ) - MPR & SCPR separate logins	<a href="http://www.nabj.org">www.nabj.org</a>	no	
71	National Association of Broadcasters (NAB)	<a href="http://www.nab.org">www.nab.org</a>	no	
72	National Association of Hispanic Journalists (NAHJ) email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	<a href="http://www.nahj.org">www.nahj.org</a>	no	
73	National Black MBA Association	<a href="http://www.nbmbaa.org">www.nbmbaa.org</a>	no	
74	National Diversity Newspaper Job Bank	<a href="http://www.newsjobs.com">http://www.newsjobs.com</a>	no	
75	Native American Journalists Association (NAJA)	<a href="http://www.naja.com">www.naja.com</a>	no	
76	New York Foundation for the Arts (nyfa)	<a href="http://www.nyfa.org">www.nyfa.org</a>	no	
77	New York Times (uses Monster.com database)	<a href="http://www.monster.com">www.monster.com</a>	no	
78	New York University - Journalism; email: <a href="mailto:pamela.noel@nyu.edu">pamela.noel@nyu.edu</a>	<a href="http://journalism.nyu.edu/careerservices/jobs/">http://journalism.nyu.edu/careerservices/jobs/</a>	no	
79	Newslink	<a href="http://newslink.org">http://newslink.org</a>	no	
80	NonProfit Times Jobs (NPT Jobs)	<a href="http://www.careercenter.nptimes.com">www.careercenter.nptimes.com</a>	no	
81	nonprofitoster.com	<a href="http://www.nonprofitoster.com">www.nonprofitoster.com</a>	no	
82	PaidContent.org	<a href="http://www.paidcontent.org">www.paidcontent.org</a>	no	
83	Pew Center for Civic Journalism; email: <a href="mailto:rwyhof@pccj.org">rwyhof@pccj.org</a>	<a href="http://www.pewcenter.org/">http://www.pewcenter.org/</a>	no	
84	Poynter Institute (Journalism)	<a href="http://www.poynter.org">www.poynter.org</a>	no	
85	Public Relations Society of America (PRSA)	<a href="http://www.prsa.org/">http://www.prsa.org/</a>	no	
86	Radio-Television News Directors Association (RTNDA)	<a href="http://www.rtna.org/jobs/">www.rtna.org/jobs/</a>	no	
87	Saint Paul Pioneer Press (uses Careerbuilder.com database)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	no	
88	Society for Environmental Journalists email: <a href="mailto:sej@sej.org">sej@sej.org</a>	<a href="http://www.sej.org">www.sej.org</a>	no	

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

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133	Wartburg College	<a href="http://www.wartburg.edu">www.wartburg.edu</a>	no	
134	American Women in Radio and Television	<a href="http://www.arwr-tmn.org">www.arwr-tmn.org</a>	no	
135	McNally Smith College of Music	<a href="http://www.mcnallysmith.edu">www.mcnallysmith.edu</a>	no	
136	Fargo Forum	<a href="http://www.fargoforum.com">www.fargoforum.com</a>	no	
137	Sage Solutions (retained search); 952-261-6101	<a href="mailto:sm@sagemn.com">sm@sagemn.com</a> <a href="https://hks-harvard-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0">https://hks-harvard-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0</a>	no	
138	The Harvard Kennedy School	<a href="http://journalists.org/networking/job_postings.asp">http://journalists.org/networking/job_postings.asp</a>	no	
139	Online News Association	<a href="http://journalists.org/networking/job_postings.asp">http://journalists.org/networking/job_postings.asp</a>	no	
140	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>	no	
141	Facebook (various company pages: 89.3 The Current, MPR NewsQ, etc)	<a href="http://www.facebook.com">www.facebook.com</a>	no	
142	Twitter	<a href="http://www.twitter.com/APMJobs">www.twitter.com/APMJobs</a>	no	
143	Southern California Broadcasters Association	<a href="http://www.scba.com">www.scba.com</a>	no	
144	MPR Volunteer Database	email listserve	no	
145	Stanton Chase (retained search)	<a href="http://www.stantonchase.com">www.stantonchase.com</a>	no	
146	n/a	n/a	no	
147	<a href="http://www.railsjob.com">www.railsjob.com</a>	<a href="http://www.railsjob.com">www.railsjob.com</a>	no	
148	<a href="http://www.careers.stackoverflow.com">www.careers.stackoverflow.com</a>	<a href="http://www.careers.stackoverflow.com">www.careers.stackoverflow.com</a>	no	
149	<a href="http://www.djangogigs.com">www.djangogigs.com</a>	<a href="http://www.djangogigs.com">www.djangogigs.com</a>	no	
150	Keystone Search, Marcia Ballinger	<a href="http://www.keystonesearch.com">www.keystonesearch.com</a>	no	
151	Indeed	<a href="http://www.indeed.com/">http://www.indeed.com/</a>	no	
152	37 Signals	<a href="http://37signals.com/">http://37signals.com/</a>	no	
153	Rails Lodge	<a href="http://www.rails lodge.com/">http://www.rails lodge.com/</a>	no	
154	GitHub	<a href="https://github.com/">https://github.com/</a>	no	
155	Temple University	<a href="http://www.temple.edu/">http://www.temple.edu/</a>	no	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>				<b>0</b>

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**III. RECRUITMENT INITIATIVES**

<b>Type Of Recruitment Initiative</b>	<b>Brief Description Of Activity</b>
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.
2 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 Quadrennial 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.
4 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.
6 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: <ul style="list-style-type: none"> <li>· Leading Self: Individual development planning</li> <li>· Emerging Leaders</li> <li>· Manager Bootcamp (leadership training for both new and seasoned managers)</li> </ul> Individual training occurs throughout the year and includes skill-building (Protocols, Outlook, Powerpoint, Excel, Digital Media), individual assessments (MBTI, Strengthsfinder), peer knowledge exchanges, panel and small group discussions, and E-learning opportunities.
7 Mentoring/Training Program for Emerging Leaders (9)	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
8 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.