

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. B396 - 20121127ANF
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee MINNESOTA PUBLIC RADIO		
Mailing Address 480 CEDAR STREET		
City ST. PAUL	State or Country (if foreign address) MN	Zip Code 55101 -
Telephone Number (include area code) 6512901259	E-Mail Address (if available) FCCFILING@MPR.ORG	
	Facility ID Number 42940	Call Sign WSCD-FM

TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WSCD-FM	42940	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DULUTH, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WSCN	42975	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	CLOQUET, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name TODD M STANSBURY			Street Address 1776 K STREET NW
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027194948

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent THOMAS J KIGIN
Title EXECUTIVE VICE PRESIDENT	Telephone No. (include area code) 6512901554
Date 11/27/2012	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: MARY NEASE	Title: SR VP & CHIEF HR OFFICER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: DULUTH EEO REPORT - EXHIBIT 2

THIS EXHIBIT CONSISTS OF THE EEO PUBLIC FILE REPORTS FOR THE APPLICANT FOR 2011 & 2012.

Attachment 2

Description
Exhibit 2 - 2011 Public Files Report
Exhibit 2 - 2012 Public Files Report

Exhibit 3

Description: DULUTH EEO REPORT - EXHIBIT 3

THIS EXHIBIT CONSISTS OF THE NARRATIVE STATEMENT ON THE OUTREACH EFFORTS OF THE APPLICANT.

Attachment 3

Description
Exhibit 3 - Duluth Narrative Statment

DULUTH SEU, WSCD WSCN
EEO PUBLIC FILE REPORT
December 1, 2010 to November, 30, 2011*

I. VACANCY LIST

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

Requisition Number / Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hire
218-11 Reporter II, Duluth Bureau	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 141, 142, 144, 5, 70, 72, 45	69

EEO PUBLIC FILE REPORT - WSCD & WSCN

DECEMBER 1, 2010 - NOVEMBER 30, 2011

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	www.adfed.org	no	
2	Alamo Community College District; email: labrego@accd.edu	http://www.accd.edu/	no	
3	American Symphony Orchestra League	http://www.symphony.org/	no	
4	ArtsJournal.com (national, arts-related jobs)	www.artsjournal.com	no	
5	Asian American Journalists Association (AAJA)	www.aja.org	no	
6	Association for Women In Communications	http://jobtarget.womcom.org/home/index.cfm?site_id=583	no	
7	Association of Fundraising Professionals (Minnesota Chapter)	http://www.afminnesota.org/jobs_post.cfm	no	
8	Association of Fundraising Professionals (national site)	http://afonet.org/	no	
9	Augsburg College; email: tilton@augsborg.com	http://www.augsburg.edu/csw/	no	
10	Bethel College; email: career-services@bethel.edu	www.bethel.edu/career-services/employers/post-job	no	
11	California Chicano News Media Association (CCNMA) email: ccnmainfo@ccnma.org	www.ccnma.org	no	
12	California Journalist Job Bank	http://www.cjnb.org/jobs/postings.html	no	
13	California Lutheran University	Cynthia Smith; email: csmith@clunet.edu	no	
14	California Unemployment Department (CaJobs)	http://www.edd.ca.gov/	no	
15	Careerbuilder.com	www.careerbuilder.com	no	
16	Carlson School of Management	http://www.cars.csom.umo.edu	no	
17	Carleton College; email: careercenter@ecs.carleton.edu	www.apps.carleton.edu/campus/career/employers	no	
18	Center for Nonprofit Management	www.cnmsocal.org	no	
19	cmj.com (music industry)	www.cmj.com	no	
20	College of St. Ben/St. John University	www.experience.com	no	
21	College of St. Catherine	www.experience.com	no	
22	Columbia Graduate School of Journalism - NYC; email: jh548@columbia.edu; postjobs@jrn.columbia.edu	www.jrn.columbia.edu/	no	
23	Concord Technology, Inc. (contingent search firm); Erik Jacobs - 952-920-8587	erik@concord-technology.com	no	
24	Concordia College	http://www2.nacelink.com/nl_central_employer.php	no	
25	Corporation of Public Broadcasting (CPB)	www.cpb.org/jobline/	no	
26	Craigslist	www.craigslist.org	no	
27	Creative Hollist	http://www.creativehollist.com	no	
28	CURRENT Magazine; Email Menla@current.org (Kelsang Menla - contact)	www.current.org/advertise/adsclass.shtml	no	
29	DEI Worksite	www.deworksite.com	no	
30	Dice.com	www.dice.com	no	
31	Dunwoody College	https://www.dunwoody.edu/content/default.cfm?id=63	no	
32	Editor & Publisher	http://www.editorandpublisher.com/leandp/classifiedad/index.jsp	no	
33	Word of mouth	n/a	no	1
34	Experience.com - largest college recruiting network	www.experience.com	no	
35	Florida Division of Cultural Affairs; email: rshamora@dos.state.fl.us	www.florida-arts.org/jobs/index.htm	no	
36	FMOB - AAA Format music industry jobs	www.fmob.com	no	
37	GadBall/DataFrenzy	www.gadball.com	no	
38	Grinnell College; email: career@grinnell.edu	www.grinnell.edu	no	
39	Gustavus Adolphus	www.experience.com	no	
40	Hamline University	http://www.hamline.edu/hamline_info/offices_services/student_relations/studentaffairs/cdc/employers/job_enquiry_form.html	no	

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RS Number	RS Name	RS Contact Info	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS Over Reporting Period
41	Hennepin Technical College; email jobs@hennepintech.com	http://www.hennepintech.edu/	no	
42	Idealist.org	www.idealists.org	no	
43	International Association of Business Communicators	http://www.iabc.com/	no	
44	Job Fair	see Section III: Recruitment Initiatives for a list	no	
45	Journalismjobs.com	www.journalismjobs.com	no	
46	Journalismnext.com	www.journalismnext.com	no	
47	LA Times (uses Careerbuilder.com database)	www.careerbuilder.com	no	
48	Let Pro	www.letpro.com	no	
49	Luther College	http://career.luther.edu/careerconnection/index.html	no	
50	Macalester College; email: cdc@macalester.edu	www.macalester.edu	no	
51	mediabistro.com	www.medlabistro.com	no	
52	Medill School of Journalism	www.medill.northwestern.edu/medill/	no	
53	Metropolitan State University; email job postings to: career_services@metrostata.edu	http://www.metrostate.edu/careers/employer.html	no	
54	Miami Herald (uses Careerbuilder.com database)	www.careerbuilder.com	no	
55	Michigan State University	Email: hinklevl@msu.edu	no	
56	Minneapolis College of Art & Design	www.mcadcareerservices.com	no	
57	Minneapolis Community and Technical College; email: placement@minneapolis.edu	http://www.minneapolis.edu/index.cfm	no	
58	Minnesota Broadcasters Association	www.minnesotabroadcasters.com/	no	
59	Minnesota Council of Nonprofits	www.mncn.org	no	
60	Minnesota Council on Foundations	www.mcf.org/	no	
61	Minnesota Interactive Marketing Association (web jobs)	www.mima.org/jobs	no	
62	Minnesota Planned Giving Council	http://www.mnpgc.org/	no	
63	Minnesotadiversity.com	www.minnesotadiversity.com	no	
64	MinnesotaWorks.net	www.minnesotaworks.net	no	
65	Missouri School of Journalism; email: sengsavanh@missouri.edu	http://journalism.missouri.edu/forms/job-form.html	no	
66	Monster.com	www.monster.com	no	
67	Monstertrak.com (colleges)	www.monstertrak.com	no	
68	MPRJAPMISCP R Company Intranet	http://infoservewiki.publicradio.org/index.php/Main_Page	no	
69	MPRJAPMISCP R Public Website	http://americanpublicmedia-publicradio.org/careers/	no	2
70	National Association of Black Journalists (NABJ) - MPR & SCPR separate logins	www.nabj.org	no	
71	National Association of Broadcasters (NAB)	www.nab.org	no	
72	National Association of Hispanic Journalists (NAHJ) email: jobbank@nahj.org	www.nahj.org	no	
73	National Black MBA Association	www.nbmbaa.org	no	
74	National Diversity Newspaper Job Bank	http://www.newsjobs.com	no	
75	Native American Journalists Association (NAJA)	www.naja.com	no	
76	New York Foundation for the Arts (nyfa)	www.nyfa.org	no	
77	New York Times (uses Monster.com database)	www.monster.com	no	
78	New York University - Journalism; email: pamelanoel@nyu.edu	http://journalism.nyu.edu/careerservices/jobs/	no	
79	Newslink	http://newslink.org	no	
80	NonProfit Times Jobs (NPT Jobs)	www.careercenter.nptimes.com	no	

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RS Number	RS Name	RS Contact Info	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS Over Reporting Period
81	nonprofitoyster.com	www.nonprofitoyster.com	no	
82	PaidContent.org	www.paidcontent.org	no	
83	Pew Center for Civic Journalism; email: rwyhof@pccj.org	http://www.pewcenter.org/	no	
84	Poynter Institute (Journalism)	www.poynter.org	no	
85	Public Relations Society of America (PRSA)	http://www.prsa.org/	no	
86	Radio-Television News Directors Association (RTNDA)	www.rtna.org/jobs/	no	
87	Saint Paul Pioneer Press (uses Careerbuilder.com database)	www.careerbuilder.com	no	
88	Society for Environmental Journalists email: sej@sej.org	www.sej.org	no	
89	Society of American Business Editors and Writers (SABEW)	http://www.sabew.org/	no	
90	Society of Broadcast Engineers (Miami) email: sbe53@broadcast.net	http://www.broadcast.net/~sbe53/jobs.html	no	
91	Society of Broadcast Engineers (national)	http://www.sbe.org/career_jobsonline.php	no	
92	South Asian Journalists Association (email: saja@columbia.edu)	www.saja.org	no	
93	South Florida Sun Sentinel (uses Careerbuilder.com database)	www.careerbuilder.com	no	
94	Springboard for the Arts; Caly McMorrow, Office Manager, 651-292-4381	www.springboardforthearts.org	no	
95	St. Cloud State University; email: jobpost@stcloudstate.edu	http://www.stcloudstate.edu/careerservices/	no	
96	St. Olaf College; email: glampe@stolaf.edu	http://www.stolaf.edu/services/pep/	no	
97	St. Paul Technical College	https://www.myinterfase.com/saintpaul/employer/	no	
98	Startribune.com/Jobs	www.startribune.com	no	
100	The Chandler Group (retained search firm); Cindy Chandler - 952.471.3000	http://www.chandgroup.com/	no	
101	The Chronicle of Philanthropy Careers	http://careers.philanthropy.com	no	
102	The Wood Group (retained search firm); Judy Wood - 952-546-6997	www.thewoodgroupinc.com	no	
103	triplearadio.com	www.triplearadio.com	no	
104	True Source Recruiting (contingent search firm); Brad Arthur - clients@truesourcerecruiting.com	http://www.truesourcerecruiting.com/	no	
105	Twin Cities Human Resource Association (TCHRA)	www.tchra.org/jobs/job_default.asp	no	
106	Twin Cities Media Network (TCMN) - all media jobs	www.tcmn-awrt.org/jobmart.html	no	
107	UC Berkeley Graduate School of Journalism	http://journalism.berkeley.edu/	no	
108	UCLA	http://ucla-csm.symplicity.com/employers	no	
109	University of Minnesota Duluth	http://careers.d.umn.edu/joblink/	no	
110	University of Minnesota School of Journalism	https://goldpass.umn.edu/goldpass	no	
111	University of Nebraska - Lincoln	Email: Fblythe@Unl.Edu (E-mail)	no	
112	University of Southern California - Annenberg School of Communication; email: fburgess@usc.edu	http://ascweb.usc.edu/home.php	no	
113	University of St. Thomas	http://www.stthomas.edu/cob/graduate/careers/	no	
114	University of Wisconsin - LaCrosse; email: career@mail.uwlax.edu	http://www.uwlax.edu/	no	
115	Variety	http://www.variety.com/index.asp?layout=variety_careers	no	
116	Voices & Venues (S. Florida Arts News)	www.voicesandvenues.com/AboutUs.aspx	no	
117	www.allaccess.com (music/radio industry)	www.allaccess.com	no	
118	Yahoo Hot Jobs	www.hotjobs.yahoo.com	no	
119	Yale Divinity School	http://www.yale.edu/divinity/careerform_career_ads.s.html	no	

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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
120	Robert Half International (temporary placement); phone: 651-293-8033	www.rhi.com	no	
121	Technical Recruiter Chuck Cook, Remington (CA); phone: (310) 445-3300	n/a	no	
122	Internship Program	n/a	no	
123	Diversityinc.com	www.diversityinc.com	no	
124	Recruiters of Minnesota (technology recruiters); phone: 952-473-9489	www.recruitersofmn.com	no	
125	O'Leary and Grent (executive search); phone: 612-349-3778	222 S 9th St Ste 2019, Minneapolis MN 55402	no	
126	St. Cloud Times (uses careerbuilder.com database)	www.careerbuilder.com	no	
127	City Pages	www.citypages.com	no	
128	Softwarejobs.com	www.softwarejobs.com	no	
129	Brown College	www.browncollege.edu	no	
130	Institute of Production and Recording	www.ipr.edu	no	
131	City University of New York	www.cuny.edu	no	
132	San Francisco State University	www.sfsu.edu	no	
133	Warburg College	www.warburg.edu	no	
134	American Women in Radio and Television	www.arwt-mn.org	no	
135	McNally Smith College of Music	www.mcnallysmith.edu	no	
136	Fargo Forum	www.fargoforum.com	no	
137	Sage Solutions (retained search); 952-261-6101	sm@eagmn.com	no	
138	The Harvard Kennedy School	cm.symplicity.com/employers/index.php?slanin_tab=0&is_disabled=0	no	
139	Online News Association	http://journalists.org/networking/job_postings.asp	no	
140	Linked In	www.linkedin.com	no	
141	Facebook (various company pages: 89.3 The Current, MPR NewsQ, etc)	www.facebook.com	no	
142	Twitter	www.twitter.com/APMJobs	no	
143	Southern California Broadcasters Association	www.scba.com	no	
144	MPR Volunteer Database	email listserve	no	
145	Stanton Chase (retained search)	www.stantonchase.com	no	
146	n/a	n/a	no	
147	www.railsjob.com	www.railsjob.com	no	
148	www.careers.stackoverflow.com	www.careers.stackoverflow.com	no	
149	www.djangogigs.com	www.djangogigs.com	no	
150	Keystone Search, Marcia Ballinger	www.keystonesearch.com	no	
151	Indeed	http://www.indeed.com/	no	
152	37 Signals	http://37signals.com/	no	
153	Rails Lodge	http://www.rails lodge.com/	no	
154	GitHub	https://github.com/	no	

TOTAL INTERVIEWEES OVER REPORTING PERIOD				3
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Part III is in a separate file - Word.doc

**DULUTH SEU, WSCD WSCN
EEO PUBLIC FILE REPORT
December 1, 2010 – November 30, 2011**

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection #)	Brief Description Of Activity
1	Participated in Job Fair (1)	On March 26, 2011, 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 Director, Talent Acquisition and the Sr. Reporter, Marketplace.
2	Participated in Job Fair (1)	On August 10-13, 2011, the stations participated in a job fair held in conjunction with the Asian American Journalists Association Annual Career Fair and Expo in Detroit, MI. Participating from the stations were the CA Regional HR Manager, the KNOW Editor, New Audiences, and the Web Producer for SCPR.
3	Participated in Job Fair (1)	On June 16-17, 2011, the stations participated in a job fair held in conjunction with the 29 th Annual National Hispanic Journalism Association Convention and Career Expo in Orlando, FL. Participating from the stations were the Director, Talent Acquisition, the Sr. Web Producer (SCPR), the Sr. Journalist/Blogger for Emerging Communities (SCPR) and the SCPR News Director.
4	Participated in Job Fair (1)	On August 4-6, 2011, the stations participated in a job fair held in conjunction with the National Association of Black Journalists Convention and Career Expo in Philadelphia, PA. Participating from the stations were the CA Regional HR Manager, the KNOW Editor, New Audiences and the Sr. Editor for SCPR.
5	Participated in job Fair (1)	On Sept 22-24, 2011, 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 Director, Talent Acquisition, the Sr. Web Producer (SCPR) and the Associate Web Producer (SCPR).
6	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, Digital Media, SCPR News, SCPR Digital, MPR News – Radio and Online, Technology, Marketplace, Marketing,

		Communications, and the MPR music library.
7	Training Programs for station personnel to enable them to acquire skills which could qualify them for higher level positions (8)	<p>The stations' leadership development program incorporates 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:</p> <ul style="list-style-type: none"> • Leading Self: Individual development planning • Emerging Leaders • Essential Leadership: core management training program <p>Leadership cohort programs are 6 months to 1 year long (See #8 and 9 below for more details). Individual training occurs throughout the year and includes skill-building (Protocols, Outlook, Powerpoint, Excel), individual assessments (MBTI, Strengthsfinder, Strong Campbell Interest Inventory, etc.), panel and small group discussions, and E-learning opportunities.</p>
8	Mentoring/Training Program for Emerging Leaders (9)	<p>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 2011, 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 Board of Directors and the senior leadership of the station. Participants included the following: the Editor, Stories/Partners (MPR); Producer, SCPR Forum; Producer/Show Director, Performance Today; Editor, Social Media (MPR); Recruitment Manager; Web Producer (MPR); Associate Producer/Director, Marketplace; Remote Support Specialist; State Policy & Legislative Affairs Manager; Membership Manager (SCPR); Supervisor, Accounting; and Senior Producer, Online.</p>
9	Training Programs for station personnel to enable them to acquire skills which could qualify them for higher level positions (8)	<p>The Essential Leadership 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. Training includes coaching, assessments, and interactive management training sessions. Topics covered in this 5 week program include: Employee Engagement, Inclusion/Diversity, Fiscal Controls, Performance Communication, Situational Leadership and Adaptive Leadership Communication. Participants in 2011 included managers in Finance, Administration, Communication, Technology, Marketing, Programming, Development, News and Operations.</p>

10	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 .
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DULUTH SEU, WSCD WSCN
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I. VACANCY LIST

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

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

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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLL")

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

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

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III. RECRUITMENT INITIATIVES

Type Of Recruitment Initiative	Brief Description Of Activity
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"> · Leading Self: Individual development planning · Emerging Leaders · Manager Bootcamp (leadership training for both new and seasoned managers) 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.

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Minnesota Public Radio (FRN 0002-6425-10)**

**Exhibit 3
November 27, 2012**

Outreach Efforts Concerning WSCD and WSCN

Minnesota Public Radio has sought to achieve broad and inclusive outreach since the current broadcast EEO rules went into effect. Examples of the efforts made by this station employment unit include:

- Attended national job and internship fairs to recruit for these stations.
- Attended local job and internship fairs to recruit for these stations.
- Hired interns year round in the areas of News, Technology, Music, Human Resources, Marketing, Development, and Finance.
- Place general company ads promoting job opportunities and workplace diversity year round in the following publications: Asian Pages, La Prensa, Native American Press, MN Women's Press, and MN Spokesman-Recorder.
- Employee Training Programs including topics covering advanced leadership for managers, excelling as a first time manager, and conducting effective and legal interviews.
- Provided tools for employees to set-up mentoring programs with other employees within and outside of company.

For details concerning the outreach efforts undertaken by this employment unit, please see the EEO Public File Reports attached as Exhibit 2.

Since the current EEO rules went into effect on March 10, 2003, the stations have experienced no notable difficulties in our outreach efforts as of the date of this application.