

**KMOJ-FM
EEO PUBLIC FILE REPORT
December 1, 2022– November 30, 2023**

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 Hires
Receptionist	1,2,3,5,6	3

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Minneapolis Spokesman Recorder 3744 4th Ave. S., Minneapolis, MN 55409	No	0
2	KMOJ-FM Website 2123 W. Broadway, Suite 200, Minneapolis, MN 55411 https://kmojfm.com/wp/	No	6
3	KMOJ-FM Uses Word of Mouth	No	3
4	KMOJ-FM Over the Air Announcements KMOJ-FM Studios 2123 W. Broadway, Suite 200, Minneapolis, MN 55411	No	0
5	Internal Posting via KMOJ-FM email to all employees, volunteers and contractors	No	0
6	Insight Newspaper Marcus Garvey House 1815 Bryant Ave. N., Minneapolis, MN 55411	No	0
7	The Career and Technical Education Advisory Council St. Paul Public Schools 2102 University Ave., St. Paul, MN 55114 The Council serves to create awareness of and opportunities for St. Paul Public School students to gain real world skills needed for 21 st century careers. The partnership of educators, business, industry and community inspires students through applied curriculum, career exploration, and diverse industry learning experiences creating pathways to higher education and economic security. The subcommittees discuss employer needs, experiential educational opportunities (e.g., apprenticeships, field trips, etc.), dual credit articulation, accreditation, curriculum and instruction, professional development, fundraising, and marketing/recruitment/retention of program participants. CTE programs are often funded through Perkins grants.	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	<p>North High School Career Technical Education (CTE) 1500 James Ave. North Minneapolis, MN</p> <p>Students and staff benefit greatly from the guidance and support of industry partners by ensuring program relevance and quality. Advisory committees also help keep teachers current with industry trends by tapping into the expertise of the industry professional.</p> <p>The North High School CTE Advisory Committee helps each program guide approximately 100 students or more each year in their chosen career pathway, Computer Science or Media Arts (including Radio and Audio Production). In collaboration with an external College and Career group, CTE and Advisory members help plan career fairs, provide job information and help with job placement. There are no specific numbers as to how many students go into each career field from North, but the positive impact of each Advisory Committee member demonstrates long term results.</p>	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program – Recruitment Initiative	KMOJ Radio maintains an internship program designed to assist students in understanding, acquiring, and learning skills needed to work in the broadcast industry. This resource is sourced with referrals from local High Schools and Colleges and City organizations like the Achieve Minneapolis (Step-Up Program). Most of the students come from Minneapolis North High School. The program’s timing follows the academic school year. The supervisor would have been KMOJ’s General Manager, and Operations Manager. During this reporting period, there was one student intern.
2	Turnkey Radio Broadcast News Team Internship/Mentoring Journalism Project	KMOJ and a Statewide Broadcast Consortium, Ampers, created a diverse news project called Racial Reckoning: The Arc of Justice. The goal was to attract young, aspiring journalists to report on news stories that can directly impact BIPOC communities, and work toward changing problematic racial narratives in local news media. Born out of the George Floyd murder, and the US Capitol uprising, money was raised from various Twin Cities foundations to attract and pay students to cover stories of interest to the community. The program ran from March through December 2021, when the funding ran out. The program was funded again in October 2023 by the State of Minnesota and the station is currently accepting applications for student journalists and newsroom leaders. Although no funding was available for this type of program prior to October, KMOJ provided mentoring and training for 2 volunteers who produced a pair of long-form documentaries about the Twin Cities BIPOC Communities.
3	Community Volunteer/Mentoring Program	KMOJ encourages volunteerism at all levels of the station. During 2022/2023 KMOJ utilized virtual resources to accomplish this goal. The GM meets virtually monthly with MPR, to discuss the Urban Alternative. The project funded by Corporate Public Broadcasting’s initiative is to increase audience size, recruit on-air talent, and identify collaborative services. These meetings took place from January 2023 through November 2023. The volunteer is now a contractor supporting the project’s digital marketing efforts.

4	Participated in Job Fairs, Promotions and Disseminated information about Broadcast Careers	<p>In participation with entities including, The NAACP,; The Urban League of Minnesota,; Catholic Charities,; Minneapolis Public Schools,; and ISD 622 Schools, virtual and in-person events afforded KMOJ the opportunity to establish a resource bank for potential employees and interns for KMOJ. The bulk of these events were designed to hire support personnel including bus drivers, classroom support staff and food service workers for the school districts and supporting agencies.</p> <p>On September 27, 2023, the organization, “A Mother’s Love Initiative” held a career fair at the Northside Community Center in North Minneapolis. KMOJ’s Community Engagement Manager attended to share information about careers in broadcasting.</p> <p>On October 17, 2023, KMOJ’s Community Engagement Manager, attended the “People of Color Career Fair, at the Minneapolis Convention Center. KMOJ shared information about careers in broadcasting.</p> <p>KMOJ also promoted each of the events on air, on KMOJ’s social media pages, and its website.</p>
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