

Northern Minnesota Public Television, Inc. - KAWE, Bemidji, MN
Annual Public File - FCC EEO Report
Reporting Period Ending November 30, 2019

1. Full-Time Vacancies

A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title.

Position
Brainerd News/Sports Reporter
Bemidji News Reporter
Brainerd News Reporter
Brainerd News Reporter
Producer/Director

2. Recruitment Sources Utilized for Each Search

For each such vacancy, the recruitment sources utilized to fill the vacancy, identified by name, address, contact person and telephone number.

Brainerd News/Sports Reporter Bemidji News Reporter Brainerd News Reporter Brainerd News Reporter							
Recruiting Source	Phone #	Contact	Address	City	State	Zip	Email/Website
MN Job Service	888-GET-JOBS	On-line	616 America Ave	Bemidji	MN	56601	www.mnworks.net
Internal Posting / Web site	218-333-3015	Bill Sanford	108 Grant Ave NE	Bemidji	MN	56601	www.lptv.org
TVJobs	(800) 374-0119	Mark Holloway	P.O. Box 4116	Oceanside	CA	92052	www.tvjobs.com
Indeed for employers	(888) 489-4993	On-Line	6433 Champion Grandview Way, Building 1	Austin	MN	78750	www.indeed.com

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Producer/Director							
Recruiting Source	Phone #	Contact	Address	City	State	Zip	Email/Website
MN Job Service	888-GET-JOBS	On-line	616 America Ave	Bemidji	MN	56601	www.mnworks.net
Internal Posting / Web site	218-333-3015	Bill Sanford	108 Grant Ave NE	Bemidji	MN	56601	www.lptv.org
Indeed for employers	(888) 489-4993	On-Line	6433 Champion Grandview Way, Building 1	Austin	MN	78750	www.indeed.com
JobsHQ incl. Bemidji Pioneer newspaper	888-514-4473	On-Line	101 5th Street North	Fargo	ND	58102	jobs@jobshq.com

3. Recruitment Sources That Referred Hired For Each Full Time Position

Search

For each such vacancy, the recruitment source that referred the hire for each full-time vacancy during the preceding year.

Position	Recruitment Source for Hire
Brainerd News/Sports Reporter	TVJobs.com
Bemidji News Reporter	Indeed.com
Brainerd News Reporter	Indeed.com
Brainerd News Reporter	Indeed.com
Producer/Director	Indeed.com

4. Total Number of Persons Interviewed By Each Recruitment Source

For each such vacancy, data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

Position / Recruitment Source	Number Interviewed
Brainerd News/Sports Reporter	
TV Jobs	1

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Indeed for employers	1
Total	2

Position / Recruitment Source	Number Interviewed
Bemidji News Reporter	
Word of mouth	1
TV Jobs	1
Indeed for employers	3
Total	5

Position / Recruitment Source	Number Interviewed
Brainerd News Reporter	
Indeed for employers	2
Total	2

Position / Recruitment Source	Number Interviewed
Brainerd News Reporter	
Indeed for employers	2
Total	2

Position / Recruitment Source	Number Interviewed
Producer/Director	
Word of mouth	1
Indeed for employers	2
Total	3

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5. Prong 3 Initiatives

Since Northern Minnesota Public Television (NMPTV operating KAWE) is classified as a small market station, we are required to comply with at least two prong 3 initiatives every two-year reporting period as is outlined by the FCC.

For the EEO reporting period ending November 30, 2019, NMPTV has met the goals and has accomplished several Prong 3 initiatives as follows:

(v) Operation of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Description: NMPTV has a strong partnership with Bemidji State University (BSU) and Central Lakes College in Brainerd, MN. Every semester, NMPTV offers volunteer opportunities and formal internships for students enrolled in Bemidji State University and Central Lakes College's video and mass communications program in both TV production and journalism areas.

In addition to offering formal internships to BSU students, NMPTV also recruits and trains mass communications students from both BSU and Central Lakes College in Brainerd to assist with local productions throughout the school year.

In addition, NMPTV also provides other community members the opportunity to train and learn various jobs involved with the production of local programming. NMPTV produces a Monday through Friday nightly newscast and community volunteers are recruited and trained for various positions necessary for the production of the news. All technical positions other than the technical director are staffed with these volunteer / training positions. These include teleprompter, cameras, floor director, and audio operator. People that are recruited for these volunteer / training positions are trained by staff personnel and do become proficient in the technical areas mentioned above and many acquire the skills for employment in these areas. During the covered reporting period well over 25 people have participated in this program and have learned valuable broadcast skills.

(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

Description: Being a small market station with limited resources, we are a continual training ground. Being a small market TV station, we typically turn over and hire several news reporters every year. These reporters are usually hired directly out of college with little or no on-the-job experience. During 2019, we hired four college graduates with little previous on-the-job experience as reporters. Dennis Weimann, our news director, does an outstanding job training these new employees to not only report the news, but also moves every one of these new reporters into the role of anchoring and putting together the entire newscast. This allows these reporters to fill in the lead anchor role and gain experience that will allow them to move into more demanding

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roles here at NMPTV and also to move into bigger market jobs with more responsibility.

(ix) Establishment of a mentoring program for station personnel

Description: In our news department, we typically hire graduates right out of school. Dennis Weimann (who is our news director) mentors these new graduates / hires and helps them to learn the business and grow in their current position. This mentorship allows these young reporters who are new in the business to move up in our organization and also on to bigger market jobs. During 2019, we have had four of our news reporter staff turn over and take jobs in larger markets after working with us typically about a year. This is a great example of how effective this mentoring is in our news department. This kind of mentoring takes place with all of our reporters here at NMPTV. We're proud of how we train our employees for greater responsibility and career advancement.