

WDSE-WRPT
EEO Public File Report
Year Ending November 30, 2016

WRPT operates as a satellite of WDSE, the two stations comprise a single employment unit.

Primary Facility ID (WDSE): 17726
Community of License: Duluth, MN

Satellite Facility ID (WRPT-DT): 159007
Community of License: Hibbing, MN

Licensee:
Duluth-Superior Area Educational Television Corporation
632 Niagara Court
Duluth, MN 55811

1. Full Time Vacancies filled during period: One
 - a. Videographer/Director/Editor (closed July 12, 2016)

2. Recruitment Sources used to fill vacancies:

Videographer/Director/Editor (17 applicants and 4 interviewees)

- a. WDSE-WRPT In-House Employment Opportunity Notice

- b. WDSE-WRPT Website
www.wdse.org

- c. Personal Referral

- d. Minnesota Workforce Center
Minnesota's Job Bank internet recruitment tool
402 W. 1st Street
Duluth, MN 55802
Rhonda Rutford, Workforce Development Specialist
(218) 302-8400
<http://www.mnworks.org>

- e. Job Center of Wisconsin
 Wisconsin Workforce Center internet recruitment tool,
 veterans preference
 1805 N. 14th St.
 Superior, WI 54880
 Chuck Gotschall, Center Manager
 888-258-9966
<http://www.wisconsinjobcenter.org/>
- f. Forum Communications JobsHQ
Duluth News Tribune, Superior Telegram, Superior Smart
 Shopper
 424 w. 1st Street
 Duluth, MN 55802
 Lori Landa, Employment Sales Specialist
 (218) 723-5281
- g. Minnesota Broadcasters Association
 3033 Excelsior Boulevard, Ste. 440
 Minneapolis, MN 55416
 Linda Lasere, Administrative Assistant
 (612) 926-8123
<http://minnesotabroadcasters.com/careers/> and
 distribution to over 185 institutions and service providers:
 Ability Building Center
 Academy College
 Access
 AccessAbility
 Adult Client Training Service
 Adult Training & Habilitation Center
 Alexandria Technical College
 Alliance of the Streets
 Alto Consulting and Training
 American Council of the Blind of MN
 American Indian OIC School of Business and Office Technology
 Amputee Resource Foundation of America
 Anoka Ramsey Community College-Cambridge
 Anoka Ramsey Community College-Coon Rapids
 Anoka Technical College
 Argosy University-Twin Cities
 Augsburg College
 Auto Technical, Inc.
 Bemidji State University
 Benilde-St. Margaret's School
 Bethany Lutheran College
 Bethel College

Brainco-The Minneapolis School of Advertising, Design, and Interactive Studies
Brown Institute
Building for Women
Cardinal Stritch University
Carlton College
Carver County Workforce Center
Cedar Valley Service Inc. Alpha Program
Cedar Valley Services, Inc
Central Lakes College-Brainerd
Central Lakes College-Staples
Central MN Jobs & Training Services
Century College
Chippewa Enterprises, Inc.
Choice Unlimited
Clay County Supportive Training Service
College of St. Benedict
St. Catherine University
College of St. Scholastica
Concordia College, Moorhead
Concordia University, St. Paul
Crossroads College
Crown College
Dakota County Technical College
Dunwoody College of Technology
East Polk County DAC
East Range Developmental Achievement Center (DAC)
Equality-Pathways to Potential
Federation of Somali Community
Fond du Lac Opportunities Industrialization Center
Fond du Lac Tribal & Community College
Globe University
Goodwill Industries Vocational Enterprises
Goodwill/Easter Seals
Grant County D.A.C., Inc.
Gustavus Adolphus College
Hamline University
Hennepin Technical College-Brooklyn Park
Hennepin Technical College-Eden Prairie
Hibbing Community College
Hired
Houston County Networks
Inroads/Minneapolis-St. Paul, Inc.
Institute of Production and Recording
Intercultural Mutual Assistance Association
Inver Hills Community College
Itasca Community College
Itasca Developmental Achievement Center, Inc
Jeane Thorne inc
Job Training Center
Jobs Now Coalition

Jobs Plus, Inc.
Kandi Works DAC, Inc
Lake Superior College
Lao Assistance Center of MN
Lao Family Community of MN
Learning Strategies Corporation
Life-Work Planning Center
Macalester College
Mahnommen County DAC
Mankato Rehabilitation Center, Inc. (MRCI)
Marantha Community College
Martin Luther College
McNally Smith College of Music
MDI Commercial Services
Merrick Partners, Inc
Mesabi Range Community & Technical College--Eveleth
Mesabi Range Community & Technical College--Virginia
Metro Work Center, Inc.
Metropolitan State University
Miami Ad School Minneapolis
Minneapolis American Indian Center
Minneapolis Business College
Minneapolis College of Art and Design
Minneapolis Community & Technical College
Minnesota Public Radio
Minnesota Resource Center
Minnesota School of Business-Richfield
Minnesota School of Business-Brooklyn Center
Minnesota State College- Southeast Technical-Red Wing
Minnesota State College- Southeast Technical-Winona
Minnesota State University, Moorhead
Minnesota State Community and Technical College-Detroit Lakes
Minnesota State Community and Technical College-Fergus Falls
Minnesota State Community and Technical College-Moorhead
Minnesota State Community and Technical College-Wadena
Minnesota West Community & Technical College-Canby
Minnesota West Community & Technical College-Granite Falls
Minnesota West Community & Technical College-Jackson
Minnesota West Community & Technical College-Pipestone
Minnesota West Community & Technical College-Worthington
MN Diversified Industries
MN Teamsters Service Bureau
MN Vocational Association
MW Persons and Associates Inc
National Federation of the Blind of MN
New Directions/Otter Tail-Wadena CAC, Inc
Newgate Education and Research Center, Inc
Normandale Community College-Bloomington
North American Training Institute
North Central Career Development Center

North Central University
North Hennepin Community College
Northland Community & Technical College-Thief river Falls
Northland Community & Technical College – East Grand Forks
Northwest Indian OIC, Inc.
Northwest Technical College
Northwest Technical Institute
Northwestern College
Oak Hills Christian College
Oakland Area Learning Center
Occupational Development Center, Inc.
Opportunity Partners
Opportunity Services Inc.
Pine Habilitation and Supported Employment (PHASE)
Pine Technical College
Prosource Educational Services, Inc
Quality Career Services, Inc.
Rainy River Community College
Ramsey Action Programs, Inc.
Rasmussen College- Mankato Campus
Ridgewater College-Willmar
Rise Habilitation Services
Riverland Community College-Albert Lea
Rochester Community & Technical College
Rock County Developmental Achievement Center
Rural MN CEP
S. Central MN Electrical Industry Joint Apprenticeship & Training Trust
Fund
Service Enterprises, Inc.
SOAR Career Solutions
South Central Technical College-Faribault
South Central Technical College-North Mankato
Southwest MN Private Industry Council, Inc. - Marshall
Southwest MN Private Industry Council, Inc.-Montevideo
Southwest MN State University - Career Services
St. Cloud State University
St. Cloud Technical College-St Cloud
St. Mary's University of Minnesota
St. Olaf College
St. Paul College
Summit Academy OIC
Summit Academy Opportunities
Todd County Developmental Achievement Center
Transition of the Twin Cities
TSE, Inc
Twin City Area Labor Management Council
United Cambodian Association of MN (UCAM)
University of Minnesota
University of St. Thomas
University of Wisconsin – River Falls
Upper Midwest American Indian Center

Vermillion Community College
Vietnamese Minnesotans Association
Vision Loss Resources
WACOSA
Walden University
West Nicollet & Brown Counties DAC
Winona County Development Achievement Center
Winona ORC Industries, Inc
Winona State University
Women in the Trades
Women in Transition
Women's Resource Center of Steele County
Working Opportunities for Women

No recruitment sources have requested notification of Duluth-Superior Area Educational Television Corporation job vacancies.

3. Recruitment Source referring hire for each vacancy:
 - a. Videographer/Director/Editor Forum Communications (Newspaper ad)

4. Interviewees by Referring Source

A total of four individuals were interviewed for full-time positions during the covered period. The source of each interviewee is indicated.

 - a. Videographer/Director/Editor
 - a. WDSE WRPT website: 1
 - b. Forum Communications Ad: 3

5. Recruiting Outreach Activities completed:
 - a. Employee Development: Maintained tuition reimbursement program for employees to encourage professional development in preparation for higher level positions. Tuition reimbursement provides tangible reinforcement of Duluth-Superior Area Educational Television Corporation's commitment to continuing development of our valued employees. Employees have used the tuition reimbursement program to build their skills in technical areas, journalism, education and effective communications.
 - b. Internship – Promotion: Maintained an internship program designed to assist Communications majors at the University of Minnesota Duluth to acquire skills needed for broadcast employment
 - c. Internship – Studio Production: Maintained an internship program designed to assist students at the University of Wisconsin Superior, University of Minnesota Duluth, Duluth-Superior area high schools and the public to acquire skills needed for broadcast employment.

- d. Internship – Series Production: Offered paid 5 month internship to Native American student to assist with production of the Native Report series.
- e. Training and review of methods of ensuring equal employment opportunity and preventing discrimination for management personnel undertaken before beginning recruitment for each position opening and periodically as a part of supervisory employees' performance evaluation
- f. Employee Mentoring: Established mentoring relationship between seasoned employees and junior employees in complimentary career paths. By committing to offer mentoring to newly hired employees, Duluth-Superior Area Educational Television Corporation is able to broaden the range of candidates who can be considered for position openings. Mentoring of experienced employees provides increased opportunity for career advancement. Currently three mentoring relationships, two in the Production Department and one in Engineering and Operations, are preparing an employees for greater responsibility and career advancement.

A copy of this public file report is posted on the WDSE website at www.wdse.org.

Prepared by:
Allen D. Harmon
General Manager
17 November 2016