WDSE·WRPT

EEO Public File Report Year

Ending November 30, 2025

WRPT operates as a satellite of WDSE, the three stations comprise a single employment unit with WDSE FM.

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

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

Radio Facility ID (WDSE FM): 55571
Community of License: Duluth, MN

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

1. Full-Time Vacancies filled during period: 4

    a. IT Systems Engineer / Administrator
    b. Grant Writer
    c. Donor Relations Associate
    d. Educational and Program Producer

2. Recruitment Sources used to fill vacancies:

    a. IT Systems Engineer / Administrator (22 Applicants, 8 Interviewees)

        i. Indeed: www.indeed.com
        ii. MN Job Bank: www.minnesotaworks.net
        iii. WI Job bank: https://jobcenterofwisconsin.com
        iv. The North 103.3FM Website: www.thenorth1033.org
        v. PBS North Website: www.pbsnorth.com
        vi. MN Council of Nonprofits: https://minnesotanonprofits.org
        vii. Handshake: https://app.joinhandshake.com
        viii. Social Media Platforms: www.facebook.com/pbsnorth; www.instagram.com/pbsnorth

ix. MN Broadcasters Association: https://minnesotabroadcasters.com
x. In-House Employment Opportunity Notice

b. Grant Writer (34 Applicants, 6 Interviewees)

i. Indeed: www.indeed.com
ii. LinkedIn: www.linkedin.com
iii. MN Job Bank: www.minnesotaworks.net
iv. WI Job bank: https://jobcenterofwisconsin.com
v. The North 103.3FM Website: www.thenorth1033.org
vi. PBS North Website: www.pbsnorth.com
vii. MN Council of Nonprofits: https://minnesotanonprofits.org
viii. Social Media Platforms: www.facebook.com/pbsnorth; www.instagram.com/pbsnorth
ix. MN Broadcasters Association: https://minnesotabroadcasters.com
x. In-House Employment Opportunity Notice

c. Donor Relations Associate (20 Applicants, 6 Interviewees)

i. Indeed: www.indeed.com
ii. MN Job Bank: www.minnesotaworks.net
iii. WI Job bank: https://jobcenterofwisconsin.com
iv. The North 103.3FM Website: www.thenorth1033.org
v. PBS North Website: www.pbsnorth.com
vi. MN Council of Nonprofits: https://minnesotanonprofits.org
vii. Social Media Platforms: www.facebook.com/pbsnorth; www.instagram.com/pbsnorth
viii. MN Broadcasters Association: https://minnesotabroadcasters.com
ix. In-House Employment Opportunity Notice

d. Educational and Program Producer (30 Applicants, 9 interviewees)

i. Indeed: www.indeed.com
ii. MN Job Bank: www.minnesotaworks.net
iii. WI Job bank: https://jobcenterofwisconsin.com
iv. The North 103.3FM Website: www.thenorth1033.org
v. PBS North Website: www.pbsnorth.com
vi. MN Council of Nonprofits: https://minnesotanonprofits.org
vii. Social Media Platforms: www.facebook.com/pbsnorth; www.instagram.com/pbsnorth
viii. MN Broadcasters Association: https://minnesotabroadcasters.com
ix. In-House Employment Opportunity Notice

3. Recruitment Source referring hire for each vacancy:

    a. IT Systems Engineer / Administrator – PBS North Website
    b. Grant Writer – LinkedIn
    c. Donor Relations Associate – PBS North Website
    d. Educational and Program Producer – PBS North Website

    Interviewees by Referring Source

    A total of 29 individuals were interviewed for full-time positions during the covered period. The source of each interviewee is indicated.

    - IT Systems Engineer / Administrator (8 Interviewees)
        - Indeed – 4
        - PBS North Website – 4

    - Grant Writer (6 Interviewees)
        - Indeed – 2
        - LinkedIn – 1
        - PBS North Website – 2
        - MN Council of Nonprofits - 1

    - Donor Relations Associate (6 Interviewees)
        - Indeed – 2
        - PBS North Website – 3
        - In House – 1

    - Educational and Program Producer (9 Interviewees)
        - Indeed – 2
        - Social Media Post – 1
        - PBS North Website – 5
        - MBA – 1

4. Recruiting Outreach Activities completed:

    a. **Employee Development:** To encourage professional development, DSAETC provides tangible reinforcement of Duluth-Superior Area Educational Television Corporation's commitment to continuing development of our valued employees. Employees have used various avenues of career and personal development opportunities to build their skills in technical areas, journalism, education, and effective communications.
    b. **Training**: Employees are actively engaged in ongoing continuous training focused on Public Media and EEO best practices. These efforts include utilizing training programs and resources provided by

the Corporation for Public Broadcasting (CPB), Greater Public, and NETA. This commitment ensures that staff remain informed and compliant with the latest industry standards and equity practices. Long term, and a few short-term trainings, have occurred for the Director of Development, Sr. Director of Operations and Engineering, Assistant to Sr. Director of Operations and Engineering, Business Development Consultants, Annual Giving Manager, Donor Relations Associate, Development Coordinator, Director of Human Resources and the General Manager.

c. **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. Multiple mentorships occur including Director of Development, Production department consisting of directors, videographers, producers and multimedia producers, and the General Manager, preparing employees for greater responsibility and career advancement.

A copy of this public file report is posted on the PBS North website at www.pbsnorth.org.

Prepared by:
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Director of Human Resources
November 30, 2025