

EEO Public File Report Form

(Covering the Period from 10/1/12 to 9/30/13)

Murrow Public Media (including Northwest Public Television KWSU-TV, Northwest Public Radio
 KWSU-AM, and KZUU-FM)

Section 1: Vacancy Information

Requirement: A list of all full-time jobs filled by the station's employment unit during the previous year, identified by job title.

Full-time Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources for This Position	Recruitment Sources Utilized (# of interviews)
Information Technology Specialist 1	Personal Referral	2	1(1), 5(1)
Administrative Manager	WSUJobs.com	4	1 (4) , 2 (1), 3, 4 <small>*interviewee indicated two sources of recruitment</small>

Total Number of Persons Interviewed During Applicable Period: 6

Per the report requirements the above list only includes the full-time positions that were filled during the applicable time period.

Section 2: Recruitment Source Information

Requirement: For each vacancy, the recruitment sources used to fill those vacancies, identified by name, address, and contact person and phone number. For each full-time vacancy during the preceding year, the recruitment source for the person hired. Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and, for each vacancy, the number of interviewees referred by each recruitment source.

	Recruitment Sources Utilized (Name, Address, Telephone number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-Time Positions for Which This Source was Utilized

1.	WSUJobs.com PO Box 641014 Washington State University Pullman, WA 99164-1014	5	1
2.	Craigslist.org (Moscow/Pullman)	0	0
3.	Moscow-Pullman Daily News 220 E. Fifth St., Suite 218 Moscow, Idaho 83843 208-882-5561	1	0
4.	Lewiston Tribune 505 Capital St. Lewiston, Idaho 83501 208-743-9411	0	0
5.	Personal Referral	1	1

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities

Requirement: A list and brief description of Long-Term (or "Prong 3") non-vacancy-specific recruitment initiatives implemented during the previous year.

Career Symposium and Public Address:

In May, the College sponsored the Murrow Symposium Career Day which featured a Murrow Career Day: Meet the Pros. Students and faculty of the College were encouraged to attend workshops, including résumé critiques, and a discussion on the future of the communication industry.

Northwest Public Television

Training Programs for Stations Personnel

The Northwest Public Television (NWPTV) Internship program is designed to give staff the opportunity to involve themselves more deeply in training of student and part-time employees and also gain knowledge in order to perform at a higher level. The program is based on that of another noncommercial educational station, which provides a model for this type of two-way training that is so valuable in broadcasting, especially in a small market where recruiting and retention of qualified individuals is difficult and poses a significant challenge. Examples of

internship projects include: working as crew members for many on and off campus projects supported by NWPTV; assistance with maintaining NWPTV web site; on-air hosting of movie series including script writing; and editing of programs for use on-air and off. During the period between October 1, 2012 and September 30, 2013, NWPTV had 21 interns.

Washington State is determined to strengthen its program in the television area, by promoting the idea to staff and by creating specific job descriptions for the student-mentoring positions. In addition to enabling staff to "teach" others, we also have a policy that allows employees to take up to 6 credits of university credits per semester under a tuition-waiver program. The licensee supports this as a way of recruiting qualified individuals to this rural area and to retain and retrain current employees in order to advance. The organization is just now beginning to reap the benefits of this mentoring program.

Events or Programs with Educational Institutions Relating to Broadcasting Careers

NWPTV had an informational booth at the university's Week of Welcome event that allowed students to inquire about job opportunities. They also, on an annual basis, set up a booth at the Family Expo in the Tri-Cities area that allows them the opportunity to talk with children and parents about a number of topics including a child's "dream" to work in television.

Northwest Public Radio

Events or Programs with Educational Institutions Relating to Broadcasting Careers

Northwest Public Radio (NWPR) has an active internship program. The staff of NWPR regularly participates in area college and high school career days in our broadcast region. Students learned more about public broadcasting, received information on how to get involved, and what internship opportunities exist. During the period from October 1, 2012 to September 30, 2013, NWPR had 12 internship positions filled including internships in News Production, Marketing, Broadcast Operations and Programming.

Events with Community Groups Relating to Broadcasting Career Opportunities

The station also regularly hosts tours and open houses for community groups, volunteers and general public to visit the station. NWPR staff routinely speak in front of students in classroom or special presentations about careers in public broadcasting in general and opportunities at Northwest Public Radio specifically. NWPR is also involved in local community events, musical performances and fairs and distributes information about the station and opportunities with members of the public at these events. The staff of NWPR serve on many community groups such as Boys and Girls Club, Rotary and Kiwanis, within these organizations and their activities, NWPR staff is recognized and invited to work with youth and community volunteers.

The population of the market for this environment unit is fewer than 250,000, and the stations are therefore required to complete 2 long-term recruitment activities every year.