EEO Public File Report
(Covers the period from 10/1/2016 to 9/30/2017)

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. 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 for interviewees referred by each recruitment sources (see Section 2: Recruitment Source Information)

<table>
<thead>
<tr>
<th>Full-time Positions Filled by Job Title</th>
<th>Recruitment Source of Hire</th>
<th>Total Number of Interviewees from All Sources for this Position</th>
<th>Recruitment Sources Utilized (# of interviews)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Manager - Tacoma/South Sound 110997</td>
<td>On-Air #35 10/01/2016</td>
<td>2</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 15, 18, 19, 20, 26, 27, 31, 34, 35(2), 47, 49</td>
</tr>
<tr>
<td>Multi-Platform Digital Producer 123765</td>
<td>Internal Candidate #18 2/20/2017</td>
<td>3</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 6(1), 14, 18(1), 19(1), 23, 35, 36,</td>
</tr>
<tr>
<td>Multi-Platform News Manager 125121</td>
<td>WSUJobs site #1 6/28/2017</td>
<td>3</td>
<td>1(1), 2(1), 3, 4, 5, 6, 7, 8, 9, 18(1), 20, 22, 25, 36, 39, 41, 44, 46, 50</td>
</tr>
<tr>
<td>Web Content Creator 125181</td>
<td>Internal Candidate #18 8/16/2017</td>
<td>1</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 18(1)</td>
</tr>
</tbody>
</table>

Total number of persons interviewed during application period: 9
### Section 2: Recruitment Source Information

**Requirement:** For each vacancy, the recruitment sources used to fill those vacancies, identified by name, address, contact person and phone number.

<table>
<thead>
<tr>
<th>Recruitment Sources Utilized (Name, Address, Telephone Number, Contact Person)</th>
<th>Tot. No. of Interviewees this Source had Provided During this Period</th>
<th>Tot. No. of Hires from this Source During this Period</th>
</tr>
</thead>
</table>
| 1. Washington State University  
Attn: Human Resource Services  
www.WSUJobs.com  
PO Box 641014  
Pullman, WA 99164-1014  
Jaide Wilhelm 509-335-9436  
All open recruitments are posted to this site by WSU HRS. | 1 | 1 |
| 2. Higher Education Recruitment Consortium  
HERC www.herchobs.org  
All open recruitments are posted to this site by WSU HRS  
PO Box 641014  
Pullman, WA 99164-1014  
Jaide Wilhelm 509-335-9436 | 1 | |
| 3. WorkSource/US Jobs  
https://worksourcewa.com  
All open recruitments are posted to this site by default by WSU HRS  
PO Box 641014  
Pullman, WA 99164-1014  
Jaide Wilhelm 509-335-9436 | | |
| 4. Twitter @careersWSU  
All open recruitments are posted to this site by default by WSU HRS  
PO Box 641014  
Pullman, WA 99164-1014  
Jaide Wilhelm 509-335-9436 | | |
| 5. Facebook www.facebook.com/wsuhrs  
All open recruitments are posted to this site by default by WSU HRS  
PO Box 641014  
Pullman, WA 99164-1014  
Jaide Wilhelm 509-335-9436 | | |
| 6. Indeed.com www.indeed.com  
All open recruitments are posted to this site by default by WSU HRS | 1 | |
<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
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</table>
| **7** | LinkedIn  | www.linkedin.com/company/wsu-jobs  
All open recruitments are posted to this site by default by WSU HRS  
PO Box 641014  
Pullman, WA 99164-1014  
Jaide Wilhelm 509-335-9436 |
| **8** | WorkplaceDiversity  | Beginning 10/01/2016 all open recruitments are posted to this site by default by WSU HRS  
PO Box 641014  
Pullman, WA 99164-1014  
Jaide Wilhelm 509-335-9436 |
| **9** | Corporation for Public Broadcasting  | www.cpb.org  
401 Ninth Street, NW  
Washington, DC 20004-2129  
(202)879-9600 |
| **10** | Craigslist  | www.Craigslist.org  
1381 9th Ave  
San Francisco, CA 94122  
415-566-6394 |
| **11** | Current  | www.current.org  
6930 Carroll Avenue, Suite 625  
Takoma Park, MD 20912  
(301)270-7240 |
| **12** | Moscow-Pullman Daily News  | www.DNews.com  
Attn: Mary Berger  
220 E. Fifth St. Suite 205  
Moscow, ID 83843  
(208)848-2200 |
| **13** | Facebook - The Edward R. Murrow College of Communication, Washington State University  | www.facebook.com/murrowcollege  
PO Box 642530  
Pullman, WA 99164  
509-335-6585  
Attn: Corrie Wilder |
|   | The Edward R. Murrow College of Communication, Washington State University  
www.murrow.wsu.edu  
PO Box 642530  
Pullman, WA 99164  
509-335-6585  
Attn: Corrie Wilder |   |
|---|---|
| 15 | Facebook - Northwest Public Radio  
www.facebook.com/northwestpublicradio  
PO Box 642530  
Pullman, WA 99164  
509-335-6585  
Attn: Kerry Swanson |   |
| 16 | The Oregonian  
www.oregonlive.com  
1500 SW First Avenue  
Portland, OR 97201  
cdoane@oregonian.com  
503-221-4371 |   |
| 17 | Public Broadcast Service  
http://www.pbs.org/  
2100 Crystal Drive  
Arlington, VA 22202 |   |
| 18 | Internal candidate  
Person was employed by unit, learned of vacancy, and submitted an application through an open, competitive process. | 3 2 |
| 19 | Word of Mouth, Personal Contact Referral | 1 |
| 20 | The Seattle Times  
http://www.seattletimes.com/  
P.O. Box 70  
Seattle, WA 98111  
Andrew Kane  
206-493-0747 |   |
| 21 | Society of Broadcast Engineers  
http://www.sbe.org/  
9102 N Meridian St #150  
Indianapolis, IN 46260  
317-846-9000 |   |
| 22 | The Spokesman Review  
http://www.spokesman.com/  
P.O. Box 2160  
Spokane, WA 99210 |   |
<table>
<thead>
<tr>
<th>Page</th>
<th>Contact Information</th>
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</thead>
<tbody>
<tr>
<td>23</td>
<td>Scott Baumbach 509-459-5156</td>
</tr>
</tbody>
</table>
| 24   | Tri-City Herald  
http://www.tri-cityherald.com/  
333 W. Canal Drive  
Kennewick, WA 99336  
509-582-1400 |
| 25   | Public Radio - Email List Serv  
Atttn: Wright Bryan  
pubradio@lists.pubradio.org  
PO Box 642530  
Pullman, WA 99164  
509-335-6585  
Atttn: Kerry Swanson |
| 26   | Scholarly Hires  
4555 Lake Forest Drive #650  
Cincinnati, OH 45242  
Prior to 10/01/2016 All open recruitments are posted to this site by default by WSU HRS  
PO Box 641014  
Pullman, WA 99164-1014  
Jaide Wilhelm 509-335-9436 |
| 27   | Insight Into Diversity.org  
11132 South Towne Square, Ste. 203  
St. Louis, MO 63123  
800-537-0655  
Atttn: Alexandra Vollman |
| 28   | Career Builder .com  
200 N. LaSalle St. Ste. 1100  
Chicago, IL 60601  
773-527-3600 |
| 29   | IEEE Institute of Electrical and Electronics Engineers  
employerjobsite@ieee.org  
3 Park Avenue, 17th Floor  
NewYork, NY 10016  
800-701-4333 |
| 30   | Society of Motion Picture & Television Engineers  
3 Barker Ave. 5th Floor  
White Plains, NY 10601  
914-205-2381  
Atttn: Aimee Ricca |
<p>| 31   | Tacoma News Tribune |</p>
<table>
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</table>
| **32** | Yakima Herald  
   classads@yakimaherald.com  
   114 N. 4th Street  
   Yakima, WA 98901  
   800-343-2799 |   |   |
| **33** | Monster.com  
   www.Hiring.monster.com  
   133 Boston Post Road  
   Weston, MA 02493  
   978-461-8000 |   |   |
| **34** | NWPR.Org  
   PO Box 642530  
   Pullman, WA 99164  
   509-335-6585  
   Attn: Kerry Swanson |   |   |
| **35** | NWPR On Air  
   PO Box 642530  
   Pullman, WA 99164  
   509-335-6585  
   Attn: Kerry Swanson |   |   |
| **36** | NWPTV.org  
   PO Box 642530  
   Pullman, WA 99164  
   509-335-6585  
   Attn: Marvin Marcelo |   |   |
| **37** | NWPTV Twitter  
   PO Box 642530  
   Pullman, WA 99164  
   509-335-6585  
   Attn: Marvin Marcelo |   |   |
| **38** | NWPTV Facebook  
   PO Box 642530  
   Pullman, WA 99164  
   509-335-6585  
   Attn: Marvin Marcelo |   |   |
| **39** | RTDNA – Radio Television Digital News Association  
   RTDNA.org  
   529 14th St. NW, Ste. 1240  
   Washington, DC 20045 |   |   |
<table>
<thead>
<tr>
<th></th>
<th>Public Radio News Director Inc.</th>
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<tbody>
<tr>
<td>40</td>
<td>PO Box 838 Sturgis, SD 57785</td>
<td>605-490-3033</td>
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<thead>
<tr>
<th></th>
<th>National Association of Hispanic Journalists</th>
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<tbody>
<tr>
<td>41</td>
<td><a href="http://www.nahjcareercenter.com">www.nahjcareercenter.com</a></td>
<td>Nation Press Building</td>
</tr>
<tr>
<td></td>
<td>529 14th St. NW Washington, D.C.</td>
<td>Yaneth Guillen-Diaz 888-281-9066</td>
</tr>
</tbody>
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<thead>
<tr>
<th></th>
<th>Asian American Journalists Association</th>
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<tbody>
<tr>
<td>42</td>
<td><a href="http://www.aaja.org/career-listings">www.aaja.org/career-listings</a></td>
<td>5 Third St, Ste. 1108 San Francisco, CA 94103</td>
</tr>
<tr>
<td></td>
<td>415-346-2051</td>
<td>Member: Gillian Coldsnow 509-335-6546</td>
</tr>
</tbody>
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<thead>
<tr>
<th></th>
<th>Native American Journalist Association</th>
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<tbody>
<tr>
<td>43</td>
<td><a href="http://www.naja.com/store/job-listings">www.naja.com/store/job-listings</a></td>
<td>395 W. Lindsey St. Norman, OK 73019</td>
</tr>
<tr>
<td></td>
<td>405-325-1649</td>
<td>Contact Gillian Coldsnow, 509-335-6546</td>
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<tr>
<th></th>
<th>National Association of Black Journalists</th>
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<tr>
<td>44</td>
<td><a href="http://nabjcareers.org">http://nabjcareers.org</a></td>
<td>8800 Lakewood Dr. #117 Windsor, CA 95492</td>
</tr>
<tr>
<td></td>
<td>626-792-3846</td>
<td>Contact Gillian Coldsnow, 509-335-6546</td>
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<tr>
<th></th>
<th>JournalismNext.com</th>
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<tbody>
<tr>
<td>45</td>
<td>8800 Lakewood Dr. #117 Windsor, CA 95492</td>
<td><a href="http://www.journalismnext.com/emplogin.cfm">www.journalismnext.com/emplogin.cfm</a> Eric Wee 703-629-0178</td>
</tr>
</tbody>
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<tr>
<th></th>
<th>JournalismJobs.com</th>
<th></th>
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<tbody>
<tr>
<td>46</td>
<td>72 Plaza Dr. 2nd Floor Berkeley, CA 94705</td>
<td><a href="http://www.journalismjobs.com/post-new-job">www.journalismjobs.com/post-new-job</a> 510-508-7386</td>
</tr>
</tbody>
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<thead>
<tr>
<th></th>
<th>PRADO Listserv</th>
<th></th>
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<tbody>
<tr>
<td>47</td>
<td><a href="mailto:PRADO@listserv.syr.edu">PRADO@listserv.syr.edu</a></td>
<td></td>
</tr>
</tbody>
</table>
Section 3: A list and brief description of Long-Term (or “Prong 3”) non-vacancy-specific recruitment initiatives implemented during the previous year.

The Edward R. Murrow College of Communication at Washington State University
Career Symposium and Public Address/Hosting Job Fair:
In April, the College sponsored the Murrow Symposium Career Day which featured: Meet the Pros. Students and faculty of the College where encouraged to attend workshops, including résumé critiques, and a discussion on the future of the communication industry. Professionals from the fields of broadcast, marketing and print media were available to answer questions and provide employment feedback and opportunities for career connections.

College sponsored student organizations and initiatives
Murrow College sponsors student programs, clubs and scholarship which promote diversity in the communication and broadcast fields. These include the Association for Women in Communications, study abroad opportunities and scholarships directed specifically at under representative groups such as Native Americans, Hispanic and women student scholars.

Northwest Public Television
Internship Program
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; working as program producer and production assistant; assistance with maintaining NWPTV web site; and
editing of programs for use on-air and off. During the period between October 1, 2016 and September 30, 2017, NWPTV had 12 interns.

**Training Programs for Stations Personnel/Mentorship Program**

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 continues to reap the benefits of this mentoring program.

**Events or Programs with Educational Institutions Relating to Broadcasting Careers**

NWPTV staff made presentations during the first week of several communication classes at Washington State University. The purpose was to inform students of intern opportunities with the station and how it might help them develop career skills in both television and radio. This internship program was also promoted to students on the station’s website and on flyers posted in campus buildings. NWPTV continues, on an annual basis, to 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 Internship Program**

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, 2016 to September 30, 2017, NWPR had 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. One individual is a mentor for an employee at an outside broadcasting entity.
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.