EEO Public File Report
(Covers the period from 10/1/2017 to 9/30/2018)

Northwest Public Broadcasting (including Northwest Public Television KWSU-TV, and Northwest Public Radio KWSU-AM, KJEM-FM 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 see table below</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>Bilingual News Reporter 125919</td>
<td>Internal - #18 12/11/2017</td>
<td>2</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 11, 18(1), 19, 23, 24, 32, 33, 39, 41, 46(1)</td>
</tr>
<tr>
<td>Telecommunication System Engineer - 126438</td>
<td>SEB - #21 3/26/2018</td>
<td>3</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 19(2), 21(1), 23, 33, 34, 36, 52</td>
</tr>
<tr>
<td>Classical Music Radio Host/Producer - 1.0FTE 126436</td>
<td>Internal - #18 2/12/2018</td>
<td>3</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 18(1), 19, 23, 33, 34, 36</td>
</tr>
<tr>
<td>Classical Music Radio Host/Producer - .75FTE 126437</td>
<td>Internal - #18 2/12/2018</td>
<td>2</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 18(2), 19, 23, 33, 34, 36</td>
</tr>
<tr>
<td>Classical Music Radio Host/Producer - .5FTE 126435</td>
<td>Internal - #18 2/12/2018</td>
<td>2</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 18(2), 19, 23, 33, 34, 36</td>
</tr>
<tr>
<td>Traffic &amp; Promotions Coordinator - 127134</td>
<td>Internal - #18 7/02/2018</td>
<td>2</td>
<td>1(1), 2, 3, 4, 5, 6, 7, 8, 9, 18(1), 19, 23, 33, 51</td>
</tr>
<tr>
<td>Program Assistant – Membership - 126089</td>
<td>Internal - #18 8/27/2018</td>
<td>4</td>
<td>1(3), 2, 3, 4, 5, 6, 7, 8, 18(1), 19, 23, 33, 51</td>
</tr>
</tbody>
</table>

Total number of persons interviewed during application period: 18
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</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>
<tbody>
<tr>
<td>1 Washington State University Attn: Human Resource Services <a href="http://www.WSUJobs.com">www.WSUJobs.com</a> PO Box 641014 Pullman, WA 99164-1014 Jaide Wilhelm 509-335-9436</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>2 Higher Education Recruitment Consortium HERC <a href="http://www.hercjobs.org">www.hercjobs.org</a> All open recruitments are posted to this site by WSU HRS PO Box 641014 Pullman, WA 99164-1014 Jaide Wilhelm 509-335-9436</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 WorkSource/US Jobs <a href="https://worksourcewa.com">https://worksourcewa.com</a> 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</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Facebook <a href="http://www.facebook.com/wsuhrs">www.facebook.com/wsuhrs</a> 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</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Indeed.com <a href="http://www.indeed.com">www.indeed.com</a> 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</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Website/Contact Information</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>--------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
</tbody>
</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 |
| 14 | 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 |
<table>
<thead>
<tr>
<th></th>
<th>Internal candidate</th>
<th>Person was employed by unit, learned of vacancy, and submitted an application through an open, competitive process.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Word of Mouth, Personal Contact Referral</td>
<td></td>
</tr>
<tr>
<td></td>
<td>The Seattle Times</td>
<td><a href="http://www.seattletimes.com/">http://www.seattletimes.com/</a> P.O. Box 70 Seattle, WA 98111 Andrew Kane 206-493-0747</td>
</tr>
<tr>
<td></td>
<td>Society of Broadcast Engineers</td>
<td><a href="http://www.sbe.org/">http://www.sbe.org/</a> 9102 N Meridian St #150 Indianapolis, IN 46260 317-846-9000</td>
</tr>
<tr>
<td></td>
<td>The Spokesman Review</td>
<td><a href="http://www.spokesman.com/">http://www.spokesman.com/</a> P.O. Box 2160 Spokane, WA 99210 Scott Baumbach 509-459-5156</td>
</tr>
<tr>
<td></td>
<td>Inside Higher Ed.</td>
<td>1015 18th Street NW, Suite 1100, Washington, DC 20036 1-202-659-9208</td>
</tr>
<tr>
<td></td>
<td>Tri-City Herald</td>
<td><a href="http://www.tri-cityherald.com/">http://www.tri-cityherald.com/</a> 333 W. Canal Drive Kennewick, WA 99336 509-582-1400</td>
</tr>
<tr>
<td></td>
<td>Public Radio – Email List Serv</td>
<td>Attn: Wright Bryan</td>
</tr>
<tr>
<td>No.</td>
<td>Company Name</td>
<td>Address Details</td>
</tr>
<tr>
<td>-----</td>
<td>--------------------------------------</td>
<td>----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>26</td>
<td>Scholarly Hires</td>
<td>4555 Lake Forest Drive #650, Cincinnati, OH 45242</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Prior to 10/01/2016 All open recruitments are posted to this site by default by WSU HRS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>PO Box 641014, Pullman, WA 99164-1014</td>
</tr>
<tr>
<td>27</td>
<td>Insight Into Diversity.org</td>
<td>11132 South Towne Square, Ste. 203, St. Louis, MO 63123</td>
</tr>
<tr>
<td></td>
<td></td>
<td>800-537-0655</td>
</tr>
<tr>
<td>28</td>
<td>Career Builder .com</td>
<td>200 N. LaSalle St. Ste. 1100, Chicago, IL 60601</td>
</tr>
<tr>
<td></td>
<td></td>
<td>773-527-3600</td>
</tr>
</tbody>
</table>
| 29  | IEEE Institute of Electrical and Electronics Engineers | employerjobsite@ieee.org  
3 Park Avenue, 17th Floor, New York, NY 10016 | Attn: Aimee Ricca               |
|     |                                      | 800-701-4333                                                                     |                              |
| 30  | Society of Motion Picture & Television Engineers | 3 Barker Ave. 5th Floor, White Plains, NY 10601                                  | Attn: Aimee Ricca            |
|     |                                      | 914-205-2381                                                                     |                              |
| 31  | Tacoma News Tribune                  | www.Tacomanewstribune.adperfect.com  
1950 South State Street, Tacoma, WA 98405                                           | Erica Wilkins 877-223-7355   |
<p>|     |                                      | 114 N. 4th Street, Yakima, WA 98901                                             |                              |
|     |                                      | 800-343-2799                                                                     |                              |
| 32  | Yakima Herald                        | <a href="mailto:classads@yakimaherald.com">classads@yakimaherald.com</a>                                                        |                              |
|     |                                      | 114 N. 4th Street, Yakima, WA 98901                                             |                              |
|     |                                      | 800-343-2799                                                                     |                              |
| 33  | Monster.com                          | <a href="http://www.Hiring.monster.com">www.Hiring.monster.com</a>                                                           |                              |
|     |                                      | 133 Boston Post Road, Weston, MA 02493                                           |                              |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
</table>
| 34 | NWPB.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  
Dan Shelly 212-246-0398 |
| 40 | Public Radio News Director Inc.  
PO Box 838  
Sturgis, SD 57785  
605-490-3033  
Member: Gillian Coldsnow 509-335-6546 |
| 41 | National Association of Hispanic Journalists  
www.nahjcareercenter.com  
Nation Press Building  
529 14th St. NW  
Washington, D.C.  
Yaneth Guillen-Diaz  
888-281-9066 |
| 42 | Asian American Journalists Association  
www.aaja.org/career-listings |
<p>| | | |</p>
<table>
<thead>
<tr>
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</thead>
</table>
| **5 Third St, Ste. 1108**  
San Francisco, CA 94103  
415-346-2051  
Member: Gillian Coldsnow 509-335-6546 |   |   |
| **43**  
Native American Journalist Association  
www.naja.com/store/job-listings  
395 W. Lindsey St.  
Norman, OK  73019  
405-325-1649  
Contact Gillian Coldsnow, 509-335-6546 |   |   |
| **44**  
National Association of Black Journalists  
http://nabjcareers.org  
8800 Lakewood Dr. #117  
Windsor, CA  95492  
626-792-3846  
Contact Gillian Coldsnow, 509-335-6546 |   |   |
| **45**  
JournalismNext.com  
8800 Lakewood Dr. #117  
Windsor, CA  95492  
www.journalismnext.com/emplogin.cfm  
Eric Wee  
703-629-0178 |   |   |
| **46**  
JournalismJobs.com  
72 Plaza Dr. 2nd Floor  
Berkeley, CA  94705  
www.journalismjobs.com/post-new-job  
510-508-7386 |   | 1 |
| **47**  
PRADO Listserv  
PRADO@listserv.syr.edu.  
Member: Kerry Swanson 509-335-6585 |   |   |
| **48**  
Poynter.com  
www.careers.poynter.org/adminnet/employer/marketing/3059  
801 Third Street South  
St.Petersburg, FL  33701  
727-821-9494 |   |   |
| **49**  
NWPR Facebook |   |   |
| **50**  
Society of Professional Journalist SPJ  
www.spj.org  
3909 N Meridian St.  
Indianapolis, IN 46208  
Joe Skeel 317-927-8000 ext. 216 |   |   |
Section 3: A list and brief description of Long-Term (or “Prong 3”) non-vacancy-specific recruitment initiatives implemented during the previous year.

Washington State University
The Edward R. Murrow College of Communication and Northwest Public Broadcasting are part of Washington State University (WSU). Both areas are committed to following WSU’s plans and initiatives regarding Equity and Diversity. Equity and Diversity is an important aspect of everyday life at Washington State University. WSU provides institutional leadership in recruiting, retaining, and rewarding diverse faculty and staff; educating the campus and beyond about issues of diversity; and offering unique facilities that help students, faculty, and staff honor and celebrate the many cultures represented in the community. The Strategic Plan for Washington State University includes: create and sustain a university community that is diverse, inclusive, and equitable; recruit, retain, and advance a diverse intellectual mix of faculty, staff, and students, including women and those from under-represented groups; assure diversity and inclusion efforts are visibly and consistently supported at the highest levels of leadership; and maintain respectful, inclusive, and equitable behavior in all university environments.

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 Broadcasting - Television
Internship Program
The Northwest Public Broadcasting – Television (NWPB-TV) Internship program is designed to give staff
the opportunity to involve themselves more deeply in training of student and part-time employees and gain knowledge 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, 2017 and September 30, 2018, NWPTV had 7 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
NWPB-TV 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. NWPB-TV 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 several topics including a child’s “dream” to work in television.

Northwest Public Broadcasting - Radio
Internship Program
Northwest Public Broadcasting – Radio (NWPB-R) operations has an active internship program. The staff of NWPB-R 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, 2017 to September 30, 2018, NWPB-R 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. NWPB-R staff routinely speak in front of students in classroom or special presentations about careers in public broadcasting in general and opportunities at Northwest Public Broadcasting specifically. NWPB-R 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 NWPB-R serve on many community groups such as Boys and Girls Club, Rotary and Kiwanis, within these organizations and their activities, NWPB-R staff are recognized and invited to work with youth and community volunteers.
In April 2018, NWPB-R hosted a training program in Richland, Washington aimed to 14- to 16-year-old youths interested in learning about reporting and journalism, and career opportunities.

In August 2018, NWPB-R participated in recruitment activities at the Washington State University All Campus Picnic where students learned about employment opportunities in radio, television, and news media.

In September 2018, NWPB-R participated in recruitment activities at Washington State University’s Connect Fest where students could learn about employment opportunities within the NWPB jazz station, KJEM.

*Continued training for personnel*
Northwest Public Broadcasting – Radio is committed in encouraging personnel to continue with job training by attending conferences which will help them acquire skills that could qualify them for higher level positions.

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.