



## 2005 EEO Public File Report

### KNWC AM/FM

Northwestern College, licensee of stations **KNWC AM/FM**, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C. F. R. § 73.2080 (c)(1); Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Polices, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, Northwestern College has established a religious qualification for all employee positions at **KNWC AM/FM**. In accordance with the FCC's rules, Northwestern College makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based for employment on their religious belief or affiliation. During the period December 1, 2004 – November 30, 2005, **KNWC AM/FM** filled two full-time job vacancies – the position of Midday Announcer and Afternoon Drive announcer.

### A) Recruitment Sources

1. KNWC website-www.knwc.org
2. National Religious Broadcasters webpage-www.nrb.org
3. Northwestern College website Job postings-www.nwc.edu
4. The Main Street Tattler- 4517 Minnetonka Blvd #104, Minneapolis, MN 55416
5. South Dakota Broadcasters Association website-www.sdba.org
6. Argusleader newspaper-Sioux Falls, 331-2337
7. Augustana College Communications Department, 2001 S. Summit Ave, SD 57197-0001
8. Bethel University Communications Department, 3900 Bethel Drive, St. Paul, MN 55112
9. Brown College Communications Department, 1440 Northland Drive, Mendota Heights, MN 55120-1004
10. Calvin College Communications Department, 3201 Burton SE, Grand Rapids, MI 49605
11. Cornerstone University Communications Department, 1001 E. Beltline Drive, Grand Rapids, MI 46505
12. Dordt College Communications Department, Sioux Center, IA 51250
13. South Dakota Career Center Placement Center, 811 E. 10th St., Sioux Falls, SD 57103
14. Moody Bible Institute Communications Department, 820 N LaSalle Blvd, Chicago, IL 60610
15. Morningside College Communications Department, 1501 Morningside Ave, Sioux City, IA 51106
16. North American Baptist Seminary Placement Center, 1525 S. Grange Ave., Sioux Falls, SD 57105
17. Northeast Community College Employment Services, 801 East Benjamin Ave., Norfolk, NE 68702-0469
18. Northern State University Placement Center, 1200 S. Jay St, Aberdeen, SD 57401
19. Northwester College Communications Department, 101 7th Street SW, Orange City, IA 51041
20. South Dakota State University Cap Center, PO Box 511, Brookings, SD 57006
21. University of Sioux Falls Communications Department, 1501 S. Prairie Ave, Sioux Falls, SD 57105
22. UND School of Communication Placement Center, PO Box 7169, Grand Forks, ND 58202
23. University of South Dakota Department of Mass Communications, 414 East Clark Street, Vermillion, SD 57069

**B) Midday Announcer Hire-**

Number of Interviewees referred: 4

1. KNWC Website-1
2. Inquiries(contacted us)-2
3. NRB Website-1

**C) Afternoon Drive Announcer Hire-**

Number of Interviewees referred: 4

1. Northwestern College Website Job postings-1
2. KNWC Website-1
3. Inquiries(contacted us)-2

**D) EEO Contact- Nina Coleman- 651-631-5480**