KNWS AM/FM
EEO PUBLIC FILE REPORT
10/01/10 – 09/30/11

(Note: 12-month period is determined by FCC license renewal filing date and not on calendar basis)

Northwestern College, the license of Station KNWS 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 Policies*, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, Northwestern College has established a religious qualification for all employee positions at KNWS 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. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

I. VACANCY LIST

See the Master Recruitment Source List ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
[Insert job title for each opening filled – example: Station Engineer]	*[Insert numbers corresponding to the RS's to solicit applicants for this opening; numbered list appears in next section of this report – example: 1-10, 15, 18-23]*	*[Insert number of RS that produced person hired – example: 23]*
Program Director/Afternoon Drive host	**1-9**	**8**

II. MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information
1	*[For each recruitment sources used to solicit applicants for any job during the reporting period, insert (1) recruitment source name, (2) name or title of contact person, (3) full mailing address, if available, and (4) telephone number.]*
1	**www.life1019.com Doug Smith / 4880 Texas St., Waterloo IA 50702 / 319-296-1975**
2	**www.nwc.edu / Nina Barnes-Human Resources / 3003 Snelling Ave. North, St. Paul, MN 55113 / 651-631-5000**
3	**Billboard/R & R / Rick Correa / P.O. Box 15158 / North Hollywood, CA 91606-5158 / 800-562-2706 rcorrea@radioandrecords.com**
4	**Main Street Tattler / Tom Kay / 4517 Minnetonka Blvd. / Minneapolis MN / 952-927-4487 kate@main-st.net**
5	**HisAir.net / Ted Kelly / PO Box 307, Duplessis, LA 70728 / 225-744-3524 jobs@hisair.net**
6	**Christian Radio Careers.com -- www.christianradiocareers.com Christian Music Broadcasters, Chris Lemke, Chairman. Fax-888-215-0972**
7	**ProgramDirector.net -- Talent Pool Forum (e-mail distribution group list)**
8	**ProgramDirector.net -- PD Forum (e-mail distribution group list)**
9	**ProgramDirector.net -- CHR Forum (e-mail distribution group list)**

[Add extra sheets if necessary to record all recruitment sources]