

# Public File

## 2005 EEO Public File Report

### KTIS AM/FM

Northwestern College, licensee of stations **KTIS 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 24018 (2002). As a religious broadcaster, Northwestern College has established a religious qualification for all employees' positions at **KTIS 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 are the fill time vacancies filled this reporting period, followed by a master list of recruitment sources used during the period to solicit candidates.

#### A) Positions Filled

##### **Mid-day talk Show Host:**

Number of inquires referred: 6

1. Northwestern College Website – 3
2. Inquires (contacted us) – 2
3. Minnesota Christian Chronicle – 1

##### **Afternoon Staff Announcer:**

Number of inquires referred: 4

1. Northwestern College Website – 2
2. Minnesota Christian Chronicle – 1
3. Inquires (contacted us) – 1

##### **Evening Staff Announcer**

Number of Inquires referred: 3

1. Inquires (contacted us) – 2
2. Northwestern College Website – 1

##### **Part Time Announcer**

Number of Inquires referred: 11

1. Minnesota Christian Chronicle - 5
2. Northwestern College Website – 3
3. Inquires (contacted us) – 3

**B) Recruitment Sources**

1. Northwestern College Website ([www.nwc.edu](http://www.nwc.edu))
2. KTIS website ([www.ktis.fm](http://www.ktis.fm))
3. Bethel University Communications Department, 3900 Bethel Drive. St. Paul, MN. 55112
4. Brown College, 1440 North Drive, Mendota Heights, MN. 55112
5. Minnesota Christian Chronicle, 623 Lilac drive, Suite A Golden Valley, MN 55422
6. Moody Bible Institute 820 LaSalle Blvd. Chicago, IL. 60610
7. National Religious Broadcasters 9510 technology Drive, Manassas, VA. 20110
8. National Association of Broadcasters 1771 N Street, NW Washington, CD. 20036
9. Intercristo Job Placement 193030 Fremont Ave. N. Seattle, WA. 98133
10. Northwestern College Career Development Job Fair 3003 Snelling Ave. No. 55113

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