

**WCIC Station Employment Unit
Narrative Statement**

University of Northwestern-St. Paul (UNWSP) acquired this station on November 1, 2019 and therefore the only EEO public file report it has generated since becoming licensee is the one attached to this filing, which covers the period from November 1, 2019 – July 31, 2020.

UNWSP is a religious broadcaster and has elected to and does apply a religious qualification to all of its full-time positions for stations or station employment units that have five or more full time employees. Pursuant to ¶128 of the FCC's *Second Report & Order, review of the Broadcast and Cable EEO Rules and Policies*, 17 FCC Rcd 24018 (2002), as a religious broadcaster, UNWSP is not required to comply with the broad outreach recruitment requirement or the menu options set forth the FCC's EEO rule. Rather, UNWSP is required to and will make a reasonable, good faith effort to recruit applicants when a vacancy arises without regard to race, color, national origin, or gender from among those who are qualified based upon their religious belief or affiliation.