

**Station Employment Unit  
Narrative Statement**

University of Northwestern-St. Paul (“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 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. UNWSP uses multiple successful sources to find applicants who share its religious beliefs.