

FCC Form 396 Employment Program Report
Washington State University
Stations KWSU(AM), KWSU-TV, KZUU(FM), Pullman, WA
Exhibit 3

Narrative Statement

Washington State University (WSU) is the licensee for noncommercial educational radio stations KWSU(AM) and KZUU(FM), and noncommercial educational television station KWSU-TV, all located in Pullman, Washington. The stations filled three openings for full-time jobs during the 2019-2020 reporting period, and one full-time opening during the 2020-2021 reporting period. As vacancies occur, WSU and the stations utilize a variety of recruitment sources to widely disseminate information about the openings to seek qualified candidates. For instance, the stations use the University's WSUjobs.com web site, local newspapers, the Corporation for Public Broadcasting, and other online and University sources to publicize full time job openings.

The stations regularly undertake various non-vacancy specific employment activities. For example, WSU and the stations have established an internship program with respect to student and part-time employee training, and involving aspects such as campus TV projects, the station web site, script writing, editing, and other projects. We have had past interns become successful applicants in later full-time open searches. The stations take part in various events with educational institutions relating to broadcast careers, such as career days for area high schools and colleges. The stations participate in local community events relating to broadcast careers, such as station tours and open houses for community groups and volunteers, and staff visits to classrooms, various community activities, musical performances, and fairs.

WSU provides training opportunities for existing staff, through tuition waiver programs for university courses and credits. The Pullman, Washington community has a population of fewer than 250,000, but the stations routinely performed more than the minimum requirement of two long term activities over every two-year period.

The stations operated by The Edward R. Murrow College of Communication at Washington State University, abide by all EEO guidelines and policies of the University. Washington State University is an equal opportunity/affirmative action educator and employer. Members of ethnic minorities, women, Vietnam-era disabled veterans, persons of disability, and/or persons age 40 and over are encouraged to apply for WSU positions. WSU is also committed to providing access and reasonable accommodation in its services, programs, activities, education, and employment for individuals with disabilities.

When vacancies have occurred over the past two years, the stations through our use of various recruitment sources such as advertising positions, completion of long-term employment activities (including trainings, internship, and community/educational events) and its compliance with University EEO policies, believe we have and continue to achieve broad outreach on our employment matters.