

# Annual EEO Public File Report

## Reporting Period - August 1, 2016 – July 31, 2017

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with section 73.208 (c) (6) of the FCC’s 2002 EEO Rule. This is a summary of hiring and EEO outreach conducted during the reporting period listed above by the following station: WLFJ-FM

The information contained in this Report covers the time period of August 1, 2016 – July 31, 2017 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

- A list of full-time vacancies filled by the Station(s) during the Applicable Period.
- The Recruitment Source(s) utilized to fill full-time vacancies during the Applicable Period.
- The Recruitment Source that referred the hiree for each full-time vacancy during the Applicable Period.
- Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
- A list and brief description of initiatives taken for recruitment and hiring.

**Recruitment Source List ("RSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Word-of –Mouth Referral	N	3
2	Walk-In/Self-Referral	N	
3	His Air / www.hisair.net	N	10
4	All Access / All Access.com	N	2
5	Job Fairs/Career Days	N	
6	South Carolina State University 300 College Street NE, Orangeburg, SC 29117	N	
7	Furman University 3300 Poinsett Highway, Greenville, SC 29613	N	
8	South Carolina Broadcasters 1 Harbison Way, 112, Columbia, SC 29212	N	
9	His Radio Social Media – FB/Twitter/Web	N	
10	North Greenville University P. O. Box 1892, Tigerville, SC 29688	N	1
11	Monster.com	N	
12	Industry/Consultant Referrals	N	2
13	His Radio Employee Referral	N	
14	His Radio Internal Promotion	N	
15	His Radio Bulletin Board	N	



## Recruitment Initiatives/Non-Vacancies

Provides tours for local Public, Christian and Home School group, as well as families, scheduled or on demand.

Provides guest lectures every year to local college and university broadcast classes and has participated in broadcasting adjunct teaching positions.

Offers shadowing for local undergraduate, college and university students upon request. A Bob Jones University Broadcast Student shadowed the Morning Show 8/17/16.

Offers internship programs for college and university broadcast students. Interns for this reporting period:

- Internship for a female student from The University of West Virginia, Summer Semester 2016, who worked with the Morning Show and with WLFJ video production.
- Internship for a male student from North Greenville University, Fall Semester 2016, who worked with the afternoon Drive Show.
- Internship for a male student from North Greenville University, Spring Semester 2017, who worked with the Morning Show and web site video production.
- Internship for a male student from North Greenville University, Summer Semester 2017, who worked with the Morning Show and web site video production.

WLFJ participates in job fairs (a minimum of 2 per year) offering promotional information and applications to participants interested in broadcasting. WLFJ broadcast staff is available on site to answer questions about careers in broadcasting. Career/Job Fair events during this period included:

- Georgia Association of Broadcasters/Georgia Southern University Job Fair – 8/23/2016
- North Greenville University Job Fair – 4/12/17
- South Carolina Association of Broadcasters in Columbia Job Fair - 2016

## Supplemental Narrative

Radio Training Network, the licensee of WLFJ-FM is a religious broadcaster as defined by the Federal Communications Commission. As a religious broadcaster, Radio Training Network is exempt from the "Prong 3" long-term outreach and certain other FCC EEO requirements. Radio Training Network makes reasonable, good faith efforts to recruit applicants without regard to race, color, national origin, or gender from among those who are qualified for employment based on their religious belief and/or affiliation.