

**WCVK/WJVK/WZVK**  
**Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following Station(s): **WCVK Bowling Green, Kentucky, WJVK Owensboro, Kentucky, WZVK Glasgow KY** and is required to be placed in the public inspection file of the station, and post on their website(s). Bowling Green Community Broadcasting, Inc. (BGCB), the licensee of Stations WCVK, WJVK, and WZVK 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 Rcd. 24018 (2002). As a religious broadcaster, BGCB has established a religious qualification for all employee positions at WCVK, WJVK, and WZVK. In accordance with the FCC's rules, BGCB makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation.

**The information contained in this Report covers the time period beginning April 1, 2015 to and including March 31, 2016 (the "Applicable Period").**

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

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

Appendices 1 and 2 which follow have been designed, in the aggregate, to provide the required information.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

**Appendix 1 to**

**Annual EEO Public File Report Form**

Covering the Period from April 1, 2015 to March 31, 2016

Stations Comprising Station Employment Unit: **WCVK, Bowling Green KY,  
WJVK Owensboro, KY, and WZVK, Glasgow KY**

Section 1: Vacancy Information

**Full-time Positions**      **NONE There were no full-time vacancies during the period.**

## Appendix 2 to

### Annual EEO Public File Report Form

Covering the Period from April 1, 2015 to March 31, 2016

Stations Comprising Station Employment Unit: **WCVK, Bowling Green KY,  
WJVK Owensboro KY, and WZVK Glasgow KY.**

Section 2: A list of recruitment sources to be used to fill a full-time vacancy in order to achieve broad outreach as required by the FCC among co-religionists.

Organizations that have requested notification by BGCB of any full-time employment vacancies are so indicated by bold print.

<u>Name</u>	<u>Address</u>	<u>Phone</u>	<u>Contact Person</u>
Baptist Campus Ministries	1574 Normal St. Bowling Green, Ky 42101	270-781-3185	
Living Hope Baptist Church	1805 Westen Ave Bowling Green, Ky 42104	270-843-9462	
Hillvue Heights Baptist Church	3219 Nashville Rd. Bowling Green, Ky 42104	270-842-6883	Susan Davidson
State Street Baptist Church	340 State St. Bowling Green, Ky 42101	270-843-8016	
Christian Student Fellowship	1654 Normal Dr Bowling Green, Ky 42101	270-781-2188	
Radio & Records, Inc.	10100 Santa Monica Bl. 3rd Floor L.A., Ca 90067	310-203-8450	
WKU Wesley Foundation	1355 College St. Bowling Green, Ky 42101	270-842-2880	
Trevecca Nazarene University	333 Murfreesboro Rd. Nashville, Tn. 37210	615-248-1689	
Kentucky Wesleyan College Communications	3000 Frederica St. Owensboro, Ky 42301	270-852-3596	Pamela Gray - Assistant Professor of Mass
Campbellsville University	1 University Dr. Campbellsville, Ky 42718	270-789-5000	
Western Kentucky University	1 Big Red Way Bowling Green, Ky 42101	270-745-5888	School of Journalism & Broadcasting
Kentucky Broadcasters Assoc.	101 Enterprise Dr. Frankfort, Ky 40601	888-843-5221	Gary White
HisAir.net	PO Box 307 Duplessis, LA 70728	225-773-5676	Ted Kelly
Glenview Christian Church	1403 Glenview Dr. Glasgow, KY 42141	270-678-4211	Terry Caldwell