

EEO Narrative Statement

The Station Employment Unit became subject to the FCC EEO Rule on December 29, 2003 when it went from 4 full time employees to 5 full time employees. Christian Family Media Ministries, Inc., the licensee of Stations WCVK, WJVK and WZVK, is a religious broadcaster as defined by the regulations of the Federal Communications Commission.

As a religious broadcaster, Christian Family Media Ministries, Inc. has established a religious qualification for all employee positions at WCVK/WJVK/WZVK. In accordance with the FCC's rules, Christian Family Media Ministries, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based for employment on their religious belief or affiliation. Christian Family Media Ministries, Inc. has not filled a full-time position vacancy subject to the FCC-EEO Rule during this reporting period. However, Christian Family Media Ministries, Inc. has already established a working list of recruitment sources among its co-religionists it will utilize to achieve broad outreach. This list is part of the Station Employment Unit's 2023-24 EEO Public File Report. This list will continue to grow as more organizations are discovered that can be used as recruitment sources and as other organizations who ask to be notified in case of full-time vacancies are added to the list. These recruitment sources will receive a copy of Christian Family Media Ministries, Inc.'s EEO Policy & Program and be notified every time a full-time vacancy becomes available.

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, Kentucky and is required to be placed in the public inspection file of the station, and post on their website(s). Christian Family Media Ministries, Inc., 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, Christian Family Media Ministries, Inc. has established a religious qualification for all employee positions at WCVK, WJVK and WZVK. In accordance with the FCC’s rules, Christian Family Media Ministries, Inc. 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 beliefs or affiliation.

The information contained in this Report covers the time period beginning April 1, 2023 to and including March 31, 2024 (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 phone or by email.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2023 to March 31, 2024

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

Section 1: Vacancy Information

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

Appendix 2 to
Annual EEO Public File Report Form
Covering the Period from April 1, 2023 to March 31, 2024
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 CFMM 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	
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	
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 Assistant Professor of Mass Communications	3000 Frederica St. Owensboro, Ky 42301	270-852-3596	Pamela Gray -
Campbellsville University	1 University Dr. Campbellsville, Ky 42718	270-789-5000	
Western Kentucky University Journalism & Broadcasting	1 Big Red Way Bowling Green, Ky 42101	270-745-5888	School of
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