

**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, 2022 to and including March 31, 2023 (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, 2022 to March 31, 2023

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

Section 1: Vacancy Information

**Full-time Positions:**

Filled Job Title: Promotions Coordinator

Number of people Interviewed: 3

Recruitment Source of the hire: Kentucky Broadcasters Association – KBA.org

Filled Job Title: Office Manager

Number of people Interviewed: 8

Recruitment Source of the hire: Word-of-mouth referral

**Appendix 2 to**  
**Annual EEO Public File Report Form**  
**Covering the Period from April 1, 2022 to March 31, 2023**

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.

- All Recruitment Sources Utilized:
  - Kentucky Broadcasters Association – [www.kba.org](http://www.kba.org)
  - Christian Music Broadcasters – [www.cmbonline.org](http://www.cmbonline.org)
  - His Air – [www.HisAir.net](http://www.HisAir.net)
  - Indeed – [www.indeed.com](http://www.indeed.com)
  - Word-of-mouth
  - Handshake – [www.handshake.com](http://www.handshake.com) - Which includes the following colleges

School ↕	Expired ↕	Status ↕	Campus Interview ↕
University of Kentucky	3/31/2022	Expired	No
Western Kentucky University	3/31/2022	Expired	No
Spring Arbor University	3/31/2022	Expired	No
Cedarville University	3/31/2022	Expired	No
Texas Christian University	3/31/2022	Expired	No
Kentucky Wesleyan College	3/31/2022	Expired	No
University of Evansville	3/31/2022	Expired	No
Eastern Kentucky University	3/31/2022	Expired	No
Olivet Nazarene University	3/31/2022	Expired	No
Campbellsville University	3/31/2022	Expired	No